

RESOLUTION NO. 6123

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF VERNON FIXING THE COMPENSATION
FOR CERTAIN EMPLOYEES OF SAID CITY AS OF
JULY 1, 1992, AUTHORIZING CERTAIN EXPENSE
ALLOWANCES AND REPEALING ALL RESOLUTIONS
IN CONFLICT THEREWITH

ADOPTED ON JUNE 30, 1992

AMENDMENTS TO RESOLUTION NO. 6123				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

TABLE OF CONTENTS

OF

1992-93 SALARY RESOLUTION

SECTION 1:	EMPLOYEES SERVE AT WILL AND PLEASURE OF THE CITY COUNCIL	Page 4
SECTION 2:	EMPLOYMENT AGREEMENT	Page 4
SECTION 3:	POLICE ACADEMY AND FIELD TRAINING COSTS	Page 5
SECTION 4:	EFFECTIVE DATE	Page 5
SECTION 5:	DESIGNATION OF SCHEDULES	Page 5
SECTION 6:	PERS CONTRIBUTIONS	Page 6
SECTION 7:	AUTO INSURANCE PROGRAM	Page 7
SECTION 8:	LONGEVITY AND PERFECT ATTENDANCE PROGRAM	Page 7
	(a) Five (5) Years of Service	Page 7
	(b) Ten (10) Years of Service	Page 8
	(c) Fifteen (15) Years of Service	Page 8
	(d) Twenty (20) Years of Service	Page 8
	(e) Thirty (30) Years of Service - Firemen	Page 9
	(f) Thirty (30) Years of Service - Department Heads	Page 9
	(g) Compensation Not Cumulative	Page 9
	(h) Perfect Attendance	Page 9
	(1) Fifteen (15) Consecutive Years	Page 10
	(2) Sixteen (16) Consecutive Years	Page 10
	(3) Seventeen (17) Consecutive Years	Page 10
	(4) Eighteen (18) Consecutive Years	Page 10
	(5) Nineteen (19) Consecutive Years and Thereafter	Page 11
	(6) Bereavement Leave	Page 11
SECTION 9:	VACATION AND HOLIDAY POLICIES	Page 11
SECTION 10:	DRESS AND GROOMING POLICY	Page 11

(i)

SECTION 11:	40 HOUR WORK WEEK	Page 11
SECTION 12:	FOUR DAY WORK WEEK	Page 12
	(a) City Administrator Authority	Page 12
	(b) Workday Hours	Page 12
	(c) Vacation Benefits	Page 12
	(d) Closure on Holidays	Page 13
	(e) Holidays Falling on Friday, Saturday or Sunday	Page 13
	(f) Overtime	Page 13
SECTION 13:	COMPUTATION OF PAY	Page 13
	(a) Hourly employees	Page 14
	(b) 24-Hour Shift Fire Department Employees	Page 14
	(c) City Attorney, City Administrator/City Clerk, and the Members of the City Council	Page 14
	(d) Leave Without Pay	Page 14
	(e) Exception to Leave Without Pay	Page 15
	(f) Maternity Leave Program	Page 15
SECTION 14:	AUTOMOBILE ALLOWANCES	Page 15
	(a) Exceptions to Allowance	Page 15
	(b) Personal Vehicle Allowance	Page 16
	(c) Mileage Reimbursement	Page 16
SECTION 15:	CITY COUNCIL POLICY STATEMENTS	Page 16
	(a) New Employees	Page 16
	(b) Promotion or Increase in Grade	Page 17
	(c) Effective Date of Promotions	Page 17
	(d) No Reduction of Pay by Promotion	Page 18
	(e) General Wage and Salary Policy	Page 18
	(f) Compensatory Time For Travel	Page 18
SECTION 16:	FAIR LABOR STANDARDS ACT	Page 18
SECTION 17:	DEPARTMENT OF COMMUNITY SERVICES	Page 19
	(a) Certificate of Registration	Page 19
	(b) Personal Vehicle Allowance	Page 19
	(c) Responsibility For Upkeep of Vehicle	Page 19
	(d) Additional Hours Worked	Page 19

(ii)

SECTION 18:

WATER DEPARTMENT WITHIN THE COMMUNITY SERVICES DEPARTMENT	Page 20
(a) Certificate of Registration	Page 20
(b) Personal Vehicle Allowance	Page 20
(c) Responsibility for Upkeep of Vehicle	Page 20
(d) Additional Hours Worked	Page 20
(e) Dispatchers	Page 21
(f) Compensation of Certain Positions - Department of Community Services	Page 21

SECTION 19:

LIGHT AND POWER DEPARTMENT	Page 21
(a) Compensation of Certain Positions - City Administrator/City Clerk Department	Page 21
(1) CHIEF EXECUTIVE OFFICER	Page 21
(2) ACCOUNTANT	Page 21
(3) SENIOR ACCOUNT CLERK	Page 22
(4) ACCOUNT CLERK	Page 22
(b) Personal Vehicle Allowance	Page 22
(c) Responsibility For Upkeep of Vehicle	Page 22
(d) Additional Hours Worked	Page 22
(e) Chief Diesel Operator and Diesel Operators I-V, Experimental Only	Page 23
(f) Compensation of Certain Positions - Department of Community Services	Page 23
(1) ENGINEERING AIDE III	Page 23

SECTION 20:

GAS MUNICIPAL UTILITY DEPARTMENT	Page 23
(a) Compensation of Certain Positions - City Administrator/City Clerk Department	Page 23
(1) CHIEF EXECUTIVE OFFICER	Page 23
(2) ASSISTANT TO THE CHIEF EXECUTIVE OFFICER	Page 23
(3) ACCOUNTANT	Page 24
(4) SENIOR ACCOUNT CLERK	Page 24
(5) ACCOUNT CLERK	Page 24
(b) Compensation of Certain Positions - Light and Power Department	Page 24
(1) ACTING MANAGER	Page 24
(2) ACTING PLANNER	Page 24
(3) ACTING PROJECT ENGINEER	Page 24

SECTION 21:

FIRE DEPARTMENT	Page 25
(a) Fire Sciences Certificate	Page 25
(b) Overtime	Page 25

	(1) Disasters	Page 25
	(2) Extraordinary Circumstances	Page 25
(c)	8-Hour Personnel-Additional Work	Page 25
(d)	24-Hour Shift Overtime	Page 25
(e)	Uniform Allowance	Page 26
(f)	Personal Vehicle Allowance	Page 26
(g)	Merit Step	Page 26
SECTION 22:	POLICE DEPARTMENT	Page 26
(a)	MOU	Page 26
(b)	Overtime	Page 27
	(1) Disasters	Page 27
	(2) Extraordinary Circumstances	Page 27
(c)	Court Appearances	Page 27
	(1) Half Court Day Appearance	Page 27
	(2) Full Court Day Appearance	Page 27
	(3) Half Court Day Defined	Page 28
	(4) Overtime	Page 28
(d)	Standby Status	Page 28
	(1) Half Court Day	Page 28
	(2) Full Court Day	Page 28
	(3) Appearance Compensation	Page 28
(e)	Peace Officers' Standard Training Certificate Incentive Pay	Page 29
	(1) POST Intermediate Certificate	Page 29
	(2) POST Advanced Certificate	Page 29
(f)	Payment of Incentive Compensation	Page 29
(g)	Field Training Officers	Page 29
(h)	Personal Vehicle Allowance	Page 30
(i)	Personal Vehicle Use and Maintenance	Page 30
(j)	Uniform Allowance	Page 30
(k)	Merit Steps	Page 30
(l)	Anniversary Date	Page 31
(m)	Detective Assignment	Page 31
(n)	Patrol Personnel	Page 31
(o)	Experimental 4/10 Plan	Page 32
SECTION 23:	CITY ADMINISTRATOR/CITY CLERK DEPARTMENT	Page 32
(a)	Personal Vehicle Allowance	Page 32

(iv)

(b)	Personal Vehicle Use and Maintenance	Page 32
(c)	Additional Work Compensation	Page 32
(d)	City Administrator/City Clerk Vehicle and Expenses	Page 33
(e)	City Administrator/City Clerk Benefits	Page 33
	(1) Medical and Dental Expenses	Page 33
	(2) Employee Activity Expense Reimbursement	Page 33
	(3) Executive Leave	Page 33
	(4) ICMA Retirement	Page 34
	(5) Expense Allowance	Page 34
	(6) IRA Account	Page 34
	(7) Unused Vacation/Executive Leave	Page 34
	(8) Membership in Country Club	Page 34
	(9) Automobile Insurance	Page 35
	(10) Limousine Service	Page 35
	(11) Hours of Work	Page 35
	(12) League of California Cities Educational Tour	Page 35
(f)	City Attorney Compensation	Page 35
SECTION 24:	CITY COUNCIL DEPARTMENT	Page 35
(a)	Compensation	Page 35
	(1) Personal Vehicle Allowance	Page 35
	(2) Personal Vehicle Use and Maintenance	Page 36
	(3) Expense Reimbursement	Page 36
	(4) Expense Attendance Allowance	Page 36
SECTION 25:	Repeal of Certain Resolutions	Page 36
SECTION 26:	Certification of Passage	Page 37
SCHEDULE I.	Page 39

RESOLUTION NO. 6123

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1992, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 5944, 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, 1992, 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, 9% of said compensation for Police and some Fire safety employees and 7% for some Fire 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 employee payments made by the City will be credited to the employee in satisfaction of the employee's

1 obligation to make said contributions to PERS; and

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

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

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

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

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

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

20 WHEREAS, Resolution No. 5645 was adopted by the City
21 Council of the City of Vernon on October 17, 1989, establishing
22 the vacation and holiday policy for City employees; and

23 WHEREAS, Resolution No. 6124 was adopted by the City
24 Council of the City of Vernon on June 30, 1992, amending Section
25 6.3.4 of Resolution No. 5645 pursuant to the recommendation of the
26 Finance Committee on June 18, 1992; and

27 WHEREAS, Resolution No. 4677 was adopted by the City
28

1 Council of the City of Vernon on October 16, 1979, establishing a
2 four (4) day work week and the City Council wishes to reaffirm the
3 continuation of said program; and

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

8 WHEREAS, the City Council by Resolution No. 4955 adopted
9 on November 16, 1982, Resolution No. 5042 adopted on September 20,
10 1983, Resolution No. 5489 adopted on March 15, 1988, and
11 Resolution No. 5671 adopted on September 5, 1989, provides for a
12 deferred compensation program for various employees; and

13 WHEREAS, the City Council by Resolution No. 5941 adopted
14 on June 18, 1991, approved a Dress and Grooming Policy for
15 miscellaneous employees of the City of Vernon; and

16 WHEREAS, the City Council by Resolution No. 5946 adopted
17 on June 20, 1991, established a Gas Municipal Utility Department
18 within the City of Vernon; and

19 WHEREAS, the City Council by Resolution No. 5950 adopted
20 on July 2, 1991, as amended by Resolution No. 5979 adopted on
21 August 20, 1991, established an attendance incentive program
22 wherein qualified employees are eligible to select gifts from
23 specified brochures; and

24 WHEREAS, the City Council by Resolution No. 5994 adopted
25 on September 23, 1991, adopted an educational assistance program
26 under Section 127 of the Internal Revenue Code; and

27 WHEREAS, the City Council by Resolution No. 6001 adopted
28

1 on January 21, 1992, approved a Side Letter Agreement between the
2 Municipal Employee Relations Representative of the City of Vernon
3 ("MERR") and the Vernon Police Officers' Benefit Association
4 ("VPOBA") (Employee Group 2) providing for the implementation of
5 an experimental four day week at ten hours per day ("4/10 plan")
6 effective October 6, 1991 and extending the Memorandum of
7 Understanding ("MOU") for five years from September 1, 1992 to
8 August 31, 1997.

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

11 SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE
12 CITY COUNCIL.

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

21 SECTION 2: EMPLOYMENT AGREEMENT.

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

5 **SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.**

6
7 That there is hereby established a program in the Police
8 Department for new employees wherein the City of Vernon shall
9 agree to pay for costs associated with attendance at a police
10 academy and field training for individual police candidates
11 pursuant to a contract wherein said candidate shall agree in
12 consideration of said salary to remain with the City of Vernon for
13 at least three (3) years, or for a lesser term if approved by the
14 City Council.

15 **SECTION 4: EFFECTIVE DATE.**

16 That effective July 1, 1992, there is hereby established
17 and approved the following compensation provided in salary
18 schedules hereinafter set forth in Section 5 below for employees
19 and officers of the City of Vernon. This resolution shall not
20 affect or alter the existing compensation of any officer or
21 employee not specifically set forth therein.

22 **SECTION 5: DESIGNATION OF SCHEDULES.**

23 That officers and employees of the City of Vernon shall
24 receive compensation in accordance with the formula adopted herein
25 as Schedule I, in such amounts as are set forth in Schedule II,
26 which provides a monthly amount for each position and each step in
27 each department. In addition, expense allowances and other
28

1 information where applicable for each department are set forth
2 herein. The automobile allowances are set forth in Schedule III
3 and the uniform allowances are set forth in Schedule IV. Salary
4 schedules are hereby established for the following departments, as
5 set forth in Schedule II:

- 6 (a) Department of Community Services which includes the
7 Water Department;
- 8 (b) Light and Power Department;
- 9 (c) Gas Municipal Utility Department;
- 10 (d) Fire Department;
- 11 (e) Police Department;
- 12 (f) City Administrator/City Clerk Department.
- 13 (g) City Council Department

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

17 SECTION 6: PERS CONTRIBUTIONS.

18 That the salaries, benefits and other expense allowances
19 as set forth herein are hereby approved and said salaries,
20 benefits and other expense allowances shall be in full force and
21 effect from and after July 1, 1992, unless where otherwise
22 specified. The City shall continue to make payments to PERS to
23 satisfy all employee's obligation to make contributions to PERS
24 for retirement benefits, except that Police Sergeants and Police
25 Officers in the Police Department shall continue to pay two
26 percent (2%) of their salaries as contribution for PERS retirement
27

1 benefits. Payments made by City on behalf of said employees shall
2 be credited to said employees account with PERS. With respect to
3 Police Sergeants and Police Officers, the City will pay seven
4 percent (7%) of the employee's personal retirement contribution in
5 addition to the normal employer contribution.

6 SECTION 7: AUTO INSURANCE PROGRAM.

7
8 The City has established an auto insurance program for
9 all officers and employees wherein the City will contribute
10 Twenty-Five Dollars (\$25.00) per month per employee for all
11 officers and employees who participate in said program effective
12 May 1, 1990 pursuant to Resolution No. 5741. As to police
13 officers and sergeants, City will continue to contribute Twenty-
14 Three Dollars and Four Cents (\$23.04) per month per employee for
15 all employees who participate in said program pursuant to
16 Resolution No. 5641.

17 SECTION 8: LONGEVITY AND PERFECT ATTENDANCE
18 PROGRAM.

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

25 (a) Five (5) Years of Service.

26 All eligible employees who have five (5) years of service
27 on or before July 1, 1986, shall receive an additional five
28

1 percent (5%) per month of their basic salary effective July 1,
2 1986, and every year thereafter until reaching the next step.
3 Employees upon reaching their 5th anniversary date after July 1,
4 1986, shall be entitled to said five percent (5%) per month upon
5 said anniversary date.

6 (b) Ten (10) Years of Service.

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

15 (c) Fifteen (15) Years of Service.

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

23 (d) Twenty (20) Years of Service.

24 All eligible employees who have twenty (20) years of
25 service on or before July 1, 1989, shall receive an additional
26 twenty percent (20%) per month of their basic salary effective
27 July 1, 1989, and every year thereafter. Employees upon reaching
28

1 their 20th anniversary date after July 1, 1989, shall be entitled
2 to said twenty percent (20%) per month upon said anniversary date.

3 (e) Thirty (30) Years of Service - Firemen.

4 All eligible firemen who have been appointed to the
5 position of Captain or above and who have thirty (30) years of
6 service on or before July 1, 1991, shall receive an additional
7 twenty-five percent (25%) of their basic salary per month
8 effective July 1, 1991, and every year thereafter. Employees in
9 said position upon reaching their 30th anniversary date after July
10 1, 1991, shall be entitled to said twenty-five percent (25%) per
11 month upon said anniversary date.

12 (f) Thirty (30) Years of Service - Department Heads.

13 All eligible department heads who have thirty (30) years
14 of service on or before July 1, 1991, shall receive an additional
15 twenty-five percent (25%) of their basic salary per month
16 effective July 1, 1991, and every year thereafter. Department
17 Heads upon reaching their 30th anniversary date after July 1,
18 1991, shall be entitled to said twenty-five percent (25%) per
19 month upon said anniversary date.

20 (g) Compensation Not Cumulative.

21 Payment of the aforesaid longevity compensation shall not
22 be cumulative and only the highest applicable longevity pay shall
23 be paid.

24 (h) Perfect Attendance.

25 All employees except Police Officers and Sergeants in the
26
27
28

1 Police Department shall be eligible to receive additional days off
2 based upon perfect attendance in a prior period as follows:

3 (1) Fifteen (15) Consecutive Years.

4 All such employees who have fifteen (15) consecutive
5 years of perfect attendance shall receive one (1) day off with
6 pay. Said day off is not to be carried over and must be taken
7 within twelve (12) months from the date the fifteen (15)
8 consecutive years have been reached.

9 (2) Sixteen (16) Consecutive Years.

10 All such employees who have sixteen (16) consecutive
11 years of perfect attendance shall receive two (2) days off with
12 pay. Said days off are not to be carried over and must be taken
13 within twelve (12) months from the date the sixteen (16)
14 consecutive years have been reached.

15 (3) Seventeen (17) Consecutive Years.

16 All such employees who have seventeen (17) consecutive
17 years of perfect attendance shall receive three (3) days off with
18 pay. Said days off are not to be carried over and must be taken
19 within twelve (12) months from the date the seventeen (17)
20 consecutive years have been reached.

21 (4) Eighteen (18) Consecutive Years.

22 All such employees who have eighteen (18) consecutive
23 years of perfect attendance shall receive four (4) days off with
24 pay. Said days off are not to be carried over and must be taken
25 within twelve (12) months from the date the eighteen (18)
26 consecutive years have been reached.

consecutive years have been reached.

(5) Nineteen (19) Consecutive Years and Thereafter.

All such employees who have nineteen (19) consecutive years of perfect attendance and thereafter shall receive five (5) days off with pay. Said days off are not to be carried over and must be taken within twelve (12) months from the date the nineteen (19) consecutive years have been reached and within twelve months thereafter from each succeeding anniversary date of the nineteenth (19th) consecutive year if said employee still maintains perfect attendance. No employee shall receive any more than five (5) days off for perfect attendance.

(6) Bereavement Leave.

In considering the qualification for perfect attendance, bereavement leave will not be considered an absence.

SECTION 9: VACATION AND HOLIDAY POLICIES.

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

SECTION 10: DRESS AND GROOMING POLICY.

The Dress and Grooming Policy for miscellaneous employees of the City of Vernon is set forth in Resolution No. 5941.

SECTION 11: 40 HOUR WORK WEEK.

All employees of the City of Vernon shall be considered

1 forty (40) hours per week personnel unless otherwise specified by
2 the City Council and shall work at least forty (40) hours per week
3 except for employees in the Fire Department who are assigned to
4 work twenty-four (24) hour shifts. Said employees must work their
5 assigned schedules or shifts as consideration for the compensation
6 provided herein.

7 SECTION 12: FOUR DAY WORK WEEK.

8
9 The City Council hereby continues the four (4) day work
10 week for approved employees which was established on October 29,
11 1979, by Resolution No. 4677 adopted on October 16, 1979, in
12 accordance with the following requirements:

13 (a) City Administrator Authority.

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

17 (b) Workday Hours.

18 Employees shall work a workday starting at 7:00 a.m. to
19 5:30 p.m. or from 6:30 a.m. to 5:00 p.m. with a half hour lunch
20 break and two 15-minute coffee breaks. The City Administrator is
21 authorized to assign individual employees to work the appropriate
22 shift upon the recommendation of the department head.

23 (c) Vacation Benefits.

24 The vacation benefits for all employees working in said
25 program are provided in Resolution No. 5645.

26
27 ///

1 (d) Closure on Holidays.

2
3 The City Council of the City of Vernon hereby determines
4 that City Offices will be closed on all holidays and that Fridays,
5 Saturdays and Sundays during said period shall be considered
6 holidays for the transaction of business as provided for in
7 Section 6702 of the Government Code.

8 (e) Holidays Falling on Friday, Saturday or Sunday.

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

14 (f) Overtime.

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

18 SECTION 13: COMPUTATION OF PAY.

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

1 (a) Hourly employees.

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

12 (b) 24-Hour Shift Fire Department Employees.

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

22 (c) City Attorney, City Administrator/City Clerk, and the
23 Members of the City Council.

24 The City Attorney, the City Administrator/City Clerk, and
25 the members of the City Council shall be paid biweekly pursuant to
26 Section 4 of Schedule I.

27 (d) Leave Without Pay.

28 "Leave without pay" as used in this section shall

1 include, without being limited to, leaves of absence, suspensions,
2 and employees whose employment commences or terminates during a
3 pay, salary or wage period;

4 (e) Exception to Leave Without Pay.

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

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

16 (f) Maternity Leave Program.

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

23 SECTION 14: AUTOMOBILE ALLOWANCES.

24 (a) Exceptions to Allowance.

25 Wherever an allowance is made to any officer or employee
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1 for the use of his personal automobile, such an allowance shall
2 not be payable whenever the employee is on vacation, leave of
3 absence, or sick leave the entire calendar month unless otherwise
4 specified by the City Council.

5 (b) Personal Vehicle Allowance.

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

16 (c) Mileage Reimbursement.

17 Whenever a Department Head certifies for reimbursement on
18 the basis of mileage, he shall attach to the payroll demand a
19 statement of the reason for paying such employee such mileage
20 reimbursement.
21

22 SECTION 15: CITY COUNCIL POLICY STATEMENTS.

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

1 (a) New Employees.

2
3 New employees shall start at the bottom step in the
4 salary range for their respective positions unless it is
5 determined that qualified applicants are not available at the
6 salary specified for the first step or grade, or that a specific
7 applicant has special qualifications justifying a higher starting
8 rate beyond the first step or grade. New employees starting at
9 the beginning step or grade may be advanced to the second step or
10 grade of their salary range and said advancement shall be
11 effective on the first day of the biweekly pay period next
12 following the satisfactory completion of their probationary
13 employment, which is hereby fixed at twelve (12) months;

14 (b) Promotion or Increase in Grade.

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

23 (c) Effective Date of Promotions.

24 Promotions to the next step or grade, if granted, of the
25 employee's respective salary range shall be effective not earlier
26 than the first day of the biweekly pay period next following the
27 completion of satisfactory service and the authorization of said
28

1 promotion;

2 (d) No Reduction of Pay by Promotion.

3 The promotion of an employee shall not result in
4 reduction of pay, and the employee being promoted shall be
5 classified in such manner that he receives the same or more pay
6 for the position to which he is promoted;
7

8 (e) General Wage and Salary Policy.

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

17 (f) Compensatory Time For Travel.

18 Compensatory time or pay will not be granted for
19 voluntary travel to attend business meetings, conferences,
20 seminars and/or training sessions which are not required by the
21 City that extend beyond regular business hours of employees.

22 SECTION 16: FAIR LABOR STANDARDS ACT.

23 The City Council reaffirms its implementation of the FLSA
24 for City employees, except for Police Sergeants and Police
25 Officers, which are provided for in Resolution No. 5265, and
26 further provide that Section 3 (e) (2) (c) of the FLSA excludes
27

1 from the definition of "employee", and thus from coverage, certain
2 individuals employed by public agencies. This exclusion applies
3 to elected officials, their immediate advisors, and certain
4 individuals whom they appoint or select to serve in various
5 capacities. In addition, the 1985 Amendments exclude employees of
6 legislative branches of State and local governments.

7 SECTION 17: DEPARTMENT OF COMMUNITY SERVICES:

8
9 (a) Certificate of Registration.

10 Each employee serving as a Civil Engineer must possess a
11 valid Certificate of Registration as a Civil Engineer, which
12 document is issued by the California State Board for Civil and
13 Professional Engineers.

14 (b) Personal Vehicle Allowance.

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

20 (c) Responsibility For Upkeep of Vehicle.

21
22 The City shall not be responsible for repairs or any
23 additional costs for upkeep, fuel, lubrication, replacement in
24 whole or in part, or other expenses in connection with any such
25 vehicle beyond the respective amounts set forth in Schedule III.

26 (d) Additional Hours Worked.

27 All employees in the Department of Community Services,
28

1 except the Director of Community Services, required to work hours
2 in addition to those regularly established for their respective
3 job classification, shall be paid for such additional work at
4 their assigned hourly rate.

5 **SECTION 18: WATER DEPARTMENT WITHIN THE COMMUNITY**
6 **SERVICES DEPARTMENT:**

7
8 (a) Certificate of Registration.

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

13 (b) Personal Vehicle Allowance.

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

19 (c) Responsibility for Upkeep of Vehicle.

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

24 (d) Additional Hours Worked.

25 All employees in the Water Department required to work
26 hours in addition to those regularly established for their
27
28

1 respective job classifications, shall be paid for such additional
2 work at their assigned hourly rate.

3 (e) Dispatchers.

4 The Chief Water and Power Dispatcher, Senior Water and
5 Power Dispatcher and Water and Power Dispatchers I and II shall
6 serve as Dispatchers in the Water Department and the compensation
7 for said positions is included in the compensation established for
8 the positions in the Light and Power Department, Schedule II,
9 Exhibit "A".

10 (f) Compensation of Certain Positions - Department of
11 Community Services.

12 The compensation for the Director of Water is included in
13 the compensation established for the Director of Community
14 Services in the Community Services Department.

15 SECTION 19: LIGHT AND POWER DEPARTMENT:

16 (a) Compensation of Certain Positions - City
17 Administrator/City Clerk Department.

18 The compensation for the following positions are included
19 in the compensation established for said position in the City
20 Administrator/ City Clerk Department, Schedule II, Exhibit "A".

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

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

1 (3) SENIOR ACCOUNT CLERK--the Senior Account Clerk
2 in the City Administrator/City Clerk Department shall also serve
3 as the Senior Account Clerk in the Light and Power Department;

4 (4) ACCOUNT CLERK--the Account Clerk in the City
5 Administrator/City Clerk Department shall also serve as the
6 Account Clerk in the Light and Power Department.

7 (b) Personal Vehicle Allowance.

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

13 (c) Responsibility For Upkeep of Vehicle.

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

18 (d) Additional Hours Worked.

19 All employees in the Light and Power Department, except
20 the Director of Light and Power, Field Operations Manager,
21 Electrical Engineering Manager, Resource Planning Manager, Power
22 Plant Superintendent, Power Engineer and Chief Water and Power
23 Dispatcher, required to work hours in addition to those regularly
24 established for their respective job classification, shall be paid
25 for such additional work at their assigned hourly rate.
26
27
28

1 (3) SENIOR ACCOUNT CLERK--the Senior Account Clerk
2 in the City Administrator/City Clerk Department shall also serve
3 as the Senior Account Clerk in the Light and Power Department;

4 (4) ACCOUNT CLERK--the Account Clerk in the City
5 Administrator/City Clerk Department shall also serve as the
6 Account Clerk in the Light and Power Department.

7 (b) Personal Vehicle Allowance.

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

13 (c) Responsibility For Upkeep of Vehicle.

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

18 (d) Additional Hours Worked.

19 All employees in the Light and Power Department, except
20 the Director of Light and Power, Field Operations Manager,
21 Electrical Engineering Manager, Resource Planning Manager, Power
22 Plant Superintendent, Power Engineer and Chief Water and Power
23 Dispatcher, required to work hours in addition to those regularly
24 established for their respective job classification, shall be paid
25 for such additional work at their assigned hourly rate.
26
27
28

- 1 (e) Chief Diesel Operator and Diesel Operators I-V,
2 Experimental Only.

3 The City Council has established an experimental program
4 to study the operation of the Diesel Plant as part of an overall
5 evaluation of the Light and Power Department. Therefore, the
6 positions of Chief Diesel Operator and Diesel Operators I-V are
7 experimental only and are established herein for the purpose of
8 conducting the experimental study of operating the Diesel Plant.

- 9 (f) Compensation of Certain Positions - Department of
10 Community Services.

11 The compensation for the following position is included
12 in the compensation established for said position in the
13 Department of Community Services, Schedule II, Exhibit "A":
14

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

18 SECTION 20: GAS MUNICIPAL UTILITY DEPARTMENT:

- 19 (a) Compensation of Certain Positions - City
20 Administrator/City Clerk Department.

21 The compensation for the following positions are included
22 in the compensation established for said position in the City
23 Administrator/ City Clerk Department, Schedule II, Exhibit "A":

- 24 (1) CHIEF EXECUTIVE OFFICER--the City
25 Administrator/City Clerk shall serve as the Chief Executive
26 Officer in the Gas Municipal Utility Department;

- 27 (2) ASSISTANT TO THE CHIEF EXECUTIVE OFFICER
28

1 --the Assistant to the City Administrator/City Clerk shall serve
2 as the Assistant to the Chief Executive Officer in the Gas
3 Municipal Utility Department;

4 (3) ACCOUNTANT--the Accountant in the City
5 Administrator/City Clerk Department shall also serve as the
6 Accountant in the Gas Municipal Utility Department;

7 (4) SENIOR ACCOUNT CLERK--the Senior Account Clerk
8 in the City Administrator/City Clerk Department shall also serve
9 as the Senior Account Clerk in the Gas Municipal Utility
10 Department;

11 (5) ACCOUNT CLERK--the Account Clerk in the City
12 Administrator/City Clerk Department shall also serve as the
13 Account Clerk in the Gas Municipal Utility Department.

14 (b) Compensation of Certain Positions - Light
15 and Power Department.

16 The compensation for the following positions are included
17 in the compensation established for said position in the Light and
18 Power Department, Schedule II, Exhibit "A":

19 (1) ACTING MANAGER--the Director of Light and
20 Power shall serve as the Acting Manager in the Gas Municipal
21 Utility Department;

22 (2) ACTING PLANNER--the Resource Planning Manager
23 in the Light and Power Department shall serve as the Acting
24 Planner in the Gas Municipal Utility Department; and

25 (3) ACTING PROJECT ENGINEER--the Power Engineer in
26 the Light and Power Department shall serve as the Acting Project
27 Engineer in the Gas Municipal Utility Department.

1 SECTION 21: FIRE DEPARTMENT:
2

3 (a) Fire Sciences Certificate.

4 All employees who hold a Fire Sciences Certificate or
5 have completed courses equivalent thereto shall receive an
6 additional 2.5% per month of their basic salary after satisfactory
7 completion of their probationary period.

8 (b) Overtime.

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

13 (1) Disasters.

14 Disasters such as major fires, civil disturbances, and
15 other emergency situations;
16

17 (2) Extraordinary Circumstances.

18 Extraordinary circumstances requiring more than ordinary
19 law enforcement or fire protection staffing.

20 (c) 8-Hour Personnel-Additional Work.

21 Eligible 8-hour Fire Department personnel shall be paid
22 for such additional work at their assigned hourly rate.
23

24 (d) 24-Hour Shift Overtime.

25 For computation of overtime work, eligible 24-hour
26 (shift) personnel shall be paid at their assigned hourly rate
27 which has been computed upon 2,912 hours per year.
28

1 (e) Uniform Allowance.

2 Vernon shall provide a uniform allowance as specified in
3 Schedule IV for the 1992-1993 fiscal year of Vernon, for the
4 purchase of Uniforms and related equipment.
5

6 (f) Personal Vehicle Allowance.

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

12 (g) Merit Step.

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

21 SECTION 22: POLICE DEPARTMENT:

22 (a) MOU.

23 For purposes of this resolution, all of the provisions in
24 the MOU dated March 1, 1988, adopted by the City Council of the
25 City of Vernon on March 15, 1988, pursuant to Resolution No. 5489,
26 as extended by a Side Letter Agreement effective October 6, 1991
27

1 approved by the City Council of the City of Vernon on January 21,
2 1992, pursuant to Resolution No. 6001, are referenced herein as
3 though fully set forth at length.

4 (b) Overtime.

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

10 (1) Disasters.

11 Disasters such as major fires, civil disturbances, and
12 other emergency situations;

13 (2) Extraordinary Circumstances.

14 Extraordinary circumstances requiring more than ordinary
15 law enforcement or fire protection staffing.

16 (c) Court Appearances.

17 Employees in the classifications represented by the
18 Police Association in Group 2 shall be compensated for court
19 appearances in the line of duty outside regular scheduled duty
20 hours as follows:
21

22 (1) Half Court Day Appearance.

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

25 (2) Full Court Day Appearance.

26 Ninety Dollars (\$90.00) for an appearance which requires
27

1 the employee's presence for full court day or less, but more than
2 a half court day;

3 (3) Half Court Day Defined.

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

8 (4) Overtime.

9 Court appearances which extend beyond an employee's
10 normal shift assignment shall be compensated as paid overtime
11 unless said paid overtime exceeds Fifty Dollars (\$50.00) in which
12 event said employee shall receive the sole sum of Fifty Dollars
13 (\$50.00) as court appearance compensation.

14 (d) Standby Status.

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

17 (1) Half Court Day.

18 Fifteen Dollars (\$15.00) for half a court day ending at
19 1:45 p.m.;

20 (2) Full Court Day.

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

22 (3) Appearance Compensation.

23 However, if said employee is required to appear in court,
24 he/she shall receive court appearance compensation rather than
25

standby compensation.

(e) Peace Officers' Standard Training Certificate
Incentive Pay.

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

(1) POST Intermediate Certificate.

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

(2) POST Advanced Certificate.

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

(f) Payment of Incentive Compensation.

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

(g) Field Training Officers.

Police officers assigned by the Chief of Police, or his
designee, as Field Training Officers shall receive a differential
of two and one half percent (2 1/2%) for the period so assigned.

1 Each officer assigned as a Field Training Officer shall complete a
2 POST approved Field Training Officer School prior to assignment.

3 (h) Personal Vehicle Allowance.

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

9 (i) Personal Vehicle Use and Maintenance.

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

16 (j) Uniform Allowance.

17 Vernon shall provide a uniform allowance as specified in
18 Schedule IV for the 1992-1993 fiscal year of Vernon, for the
19 purchase of Uniform and related equipment.

20 (k) Merit Steps.

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

1 (1) Anniversary Date.

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

13 (m) Detective Assignment.

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

20 (n) Patrol Personnel.

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

1 straight time or be granted one-half hour Code 7 time at a later
2 part of his/her shift. An officer who elects additional
3 compensation shall not be granted additional Code 7 time during
4 his/her shift. The current method of scheduling and utilizing
5 Code 7 time, with the exceptions stated above shall continue.

6 (o) Experimental 4/10 Plan.

7
8 The City Council hereby continues the experimental 4/10
9 Plan for approved employees which was established on October 6,
10 1991, by Resolution No. 6001 adopted on January 21, 1992, in
11 accordance with the requirements specified therein.

12 SECTION 23: CITY ADMINISTRATOR/CITY CLERK
13 DEPARTMENT:

14 (a) Personal Vehicle Allowance.

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

20 (b) Personal Vehicle Use and Maintenance.

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

25 (c) Additional Work Compensation.

26 All personnel in the City Administrator/City Clerk
27

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

7 (d) City Administrator/City Clerk Vehicle
8 and Expenses.

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

14 (e) City Administrator/City Clerk Benefits.

15 In addition to the salary provided for in Schedule II,
16 Exhibit "A", and the benefits provided for herein, the City
17 Administrator/City Clerk shall be provided the following:
18

19 (1) Medical and Dental Expenses.

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

22 (2) Employee Activity Expense
23 Reimbursement.

24 Reimbursement for all expenses incurred for employee
25 activities such as sports leagues (softball, basketball, etc.);

26 (3) Executive Leave.

27 Twenty (20) days of executive leave effective October 6,
28

1 1991.

2 (4) ICMA Retirement.

3
4 The City shall make a direct payment of \$7,500.00, or
5 the maximum amount permitted by the Internal Revenue Service at
6 the time such payment is made, to the ICMA Retirement Corporation
7 on an annual basis on January 1 of each year as deferred
8 compensation, all of said amounts shall be credited to his
9 individual account;

10 (5) Expense Allowance.

11 An expense allowance of \$1,700.00 per month;

12 (6) IRA Account.

13 The City, who opened an IRA account and deposited the sum
14 of \$2,000.00 effective January 1, 1986, shall deposit the sum of
15 \$2,000.00 effective January 1, 1993, and said \$2,000.00 shall be
16 deposited each and every year thereafter on or about January 1 for
17 as long as employee is employed by the City.

18 (7) Unused Vacation/Executive Leave.

19
20 Any unused vacation and/or executive leave days off can
21 be carried over from year-to-year for a maximum of two (2) years.
22 In the event that said accumulated vacation and/or executive leave
23 time is not used in the two-year accumulation period, then the
24 City shall pay him for any such time not used;

25 (8) Membership in Country Club.

26 The City shall purchase a membership in the Candlewood
27 Country Club for him;

1 (9) Automobile Insurance.

2 The City shall pick up his portion of the automobile
3 insurance;

4 (10) Limousine Service.

5 Continued use of limousine service for personal and
6 business use as needed;

7 (11) Hours of Work.

8 The hours of work to be as necessary; and

9 (12) League of California Cities
10 Educational Tour.

11 The City shall pay time and expense allowance for
12 attendance at the annual League of California Cities' educational
13 tour each year.

14 (f) City Attorney Compensation.

15 The City Council hereby establishes compensation for the
16 City Attorney which is set forth in Schedule II, Exhibit A.

17 SECTION 24: CITY COUNCIL DEPARTMENT:

18 (a) Compensation.

19 In accordance with Article III, Section 11 of the Charter
20 of the City of Vernon, the City Council hereby establishes the
21 following compensation for councilmembers set forth in Schedule
22 II, Exhibit A:

23 (1) Personal Vehicle Allowance.

24 In addition to said salaries as set forth in Schedule II,

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

5 (2) Personal Vehicle Use and Maintenance.

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

10 (3) Expense Reimbursement.

11 Each councilmember as reimbursement for actual and
12 necessary expenses incurred in the performance of their official
13 duties as members of the City Council shall be paid \$450.00 per
14 month.

15 (4) Expense Attendance Allowance.

16 To each councilmember a per meeting expense attendance
17 allowance shall be paid as follows:

18 Personnel Committee - \$25.00 per meeting

19 Finance Committee - \$50.00 per meeting

20 Police/Fire Commission - \$25.00 per meeting.

21 SECTION 25: Repeal of Certain Resolutions.


22 All resolutions, or parts of resolutions not consistent
23 with or in conflict with this resolution, specifically Resolution
24 Nos. 5944, 5973, 5996, and 6010, are hereby repealed.

25 ///

1 SECTION 26: Certification of Passage.

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

6 APPROVED AND ADOPTED this 30th day of June, 1992.

7
8 
LEONIS C. MALBURG, Mayor

9 ATTEST:

10 
11 BRUCE V. MALKENHORST, City Clerk
12
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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: 6123, was duly adopted by the City Council of the
7 City of Vernon at an adjourned regular meeting of the City Council
8 duly held on Tuesday, June 30, 1992, and thereafter was duly
9 signed by the Mayor of the City of Vernon.

10 
11 BRUCE V. MALKENHORST, City Clerk

12 (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

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, the City Administrator/City Clerk, 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

0.04

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 1	\$9,082.00
	2	\$8,609.00
	3	\$8,160.00
	4	\$7,735.00
	5	\$7,332.00
	6	\$6,950.00
	7	\$6,588.00
CIVIL ENGINEER - 2110	STEP 1	\$7,219.00
	2	\$6,843.00
	3	\$6,486.00
	4	\$6,148.00
	5	\$5,827.00
	6	\$5,523.00
	7	\$5,235.00
CHIEF ELECTRICAL INSPECTOR - 4410	STEP 1	\$6,560.00
	2	\$6,218.00
	3	\$5,894.00
	4	\$5,587.00
	5	\$5,296.00
	6	\$5,020.00
	7	\$4,758.00
SENIOR CODE ENFORCEMENT INSPECTOR - 4440 CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	\$6,218.00
	2	\$5,894.00
	3	\$5,587.00
	4	\$5,296.00
	5	\$5,020.00
	6	\$4,758.00
	7	\$4,510.00
PROJECT ENGINEER - 2130 SURVEY PARTY CHIEF - 2140 SENIOR ELECTRICAL INSPECTOR - 4420 SENIOR BUILDING INSPECTOR - 4450	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
FOREMAN - 2170	STEP 1	\$4,858.00
	2	\$4,605.00
	3	\$4,365.00
	4	\$4,137.00
	5	\$3,921.00
	6	\$3,717.00
	7	\$3,523.00

SCHEDULE II

EXHIBIT "A" PAGE 1

SCHEDULE II

0.04

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

ENGINEERING TECHNICIAN - 2180 MECHANICAL & PLUMBING INSPECTOR - 2180 ELECTRICAL INSPECTOR - 2180	STEP 1	\$4,728.00
	2	\$4,482.00
	3	\$4,248.00
	4	\$4,027.00
	5	\$3,817.00
	6	\$3,618.00
	7	\$3,429.00
CODE ENFORCEMENT INSPECTOR - 4460	STEP 1	\$4,502.00
	2	\$4,267.00
	3	\$4,045.00
	4	\$3,834.00
	5	\$3,634.00
	6	\$3,445.00
	7	\$3,265.00
UTILITYMAN I - 2290 SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700 ENGINEERING AIDE I - 2300	STEP 1	\$4,242.00
	2	\$4,021.00
	3	\$3,811.00
	4	\$3,612.00
	5	\$3,424.00
	6	\$3,245.00
	7	\$3,076.00
UTILITYMAN II - 2310 SECRETARY - 4360 ENGINEERING AIDE II - 2320 SENIOR UTILITY CLERK - 4200	STEP 1	\$3,424.00
	2	\$3,245.00
	3	\$3,076.00
	4	\$2,916.00
	5	\$2,764.00
	6	\$2,620.00
	7	\$2,483.00
	8	\$2,354.00

SCHEDULE II

EXHIBIT "A" PAGE 2

SCHEDULE II

0.04

DEPARTMENT OF COMMUNITY SERVICES

SALARY SCALE

MONTHLY SALARY

UTILITYMAN III - 2340
ENGINEERING AIDE III - 2390

STEP 1	\$2,764.00
2	\$2,620.00
3	\$2,483.00
4	\$2,354.00
5	\$2,231.00
6	\$2,115.00
7	\$2,005.00

UTILITYMAN IV - 2380

STEP 1	\$2,231.00
2	\$2,115.00
3	\$2,005.00
4	\$1,900.00
5	\$1,801.00
6	\$1,707.00
7	\$1,618.00

UTILITY CLERK - 4220

STEP 1	\$2,764.00
2	\$2,620.00
3	\$2,483.00
4	\$2,354.00
5	\$2,231.00
6	\$2,115.00
7	\$2,005.00
8	\$1,900.00
9	\$1,801.00

APPRENTICE MECHANIC - 2660

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

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$4.25 TO \$30.00 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

0.04

COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CIVIL ENGINEERING ASSOCIATE - 2120	STEP 1	\$6,218.00
	2	\$5,894.00
	3	\$5,587.00
	4	\$5,296.00
	5	\$5,020.00
	6	\$4,758.00
	7	\$4,510.00
FOREMAN - 2170	STEP 1	\$4,858.00
	2	\$4,605.00
	3	\$4,365.00
	4	\$4,137.00
	5	\$3,921.00
	6	\$3,717.00
	7	\$3,523.00
ENGINEERING TECHNICIAN - 2180	STEP 1	\$4,728.00
	2	\$4,482.00
	3	\$4,248.00
	4	\$4,027.00
	5	\$3,817.00
	6	\$3,618.00
	7	\$3,429.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,242.00
	2	\$4,021.00
	3	\$3,811.00
	4	\$3,612.00
	5	\$3,424.00
	6	\$3,245.00
	7	\$3,076.00

SCHEDULE II

EXHIBIT "A" PAGE 4

SCHEDULE II

0.04

COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320	STEP 1	\$3,424.00
	2	\$3,245.00
	3	\$3,076.00
	4	\$2,916.00
	5	\$2,764.00
	6	\$2,620.00
	7	\$2,483.00
	8	\$2,354.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$2,764.00
	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00
UTILITYMAN IV - 2380	STEP 1	\$2,231.00
	2	\$2,115.00
	3	\$2,005.00
	4	\$1,900.00
	5	\$1,801.00
	6	\$1,707.00
	7	\$1,618.00
UTILITY CLERK - 4220	STEP 1	\$2,764.00
	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00
	8	\$1,900.00
	9	\$1,801.00

SCHEDULE II

EXHIBIT "A" PAGE 5

SCHEDULE II

0.04

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF LIGHT & POWER - 2101	STEP 1	\$9,082.00
	2	\$8,609.00
	3	\$8,160.00
	4	\$7,735.00
	5	\$7,332.00
	6	\$6,950.00
	7	\$6,588.00
FIELD OPERATIONS MANAGER - 5199	STEP 1	\$7,734.00
	2	\$7,331.00
	3	\$6,949.00
	4	\$6,587.00
	5	\$6,244.00
	6	\$5,918.00
	7	\$5,609.00
ELECTRICAL ENGINEERING MANAGER - 5299 RESOURCE PLANNING MANAGER - 5306	STEP 1	\$7,253.00
	2	\$6,875.00
	3	\$6,517.00
	4	\$6,177.00
	5	\$5,855.00
	6	\$5,550.00
	7	\$5,261.00
POWER PLANT SUPERINTENDENT - 5311 POWER ENGINEER - 5198	STEP 1	\$6,875.00
	2	\$6,517.00
	3	\$6,177.00
	4	\$5,855.00
	5	\$5,550.00
	6	\$5,261.00
	7	\$4,987.00
E. E. ASSOCIATE - 5301 ASSOCIATE POWER ENGINEER - 5309	STEP 1	\$6,218.00
	2	\$5,894.00
	3	\$5,587.00
	4	\$5,296.00
	5	\$5,020.00
	6	\$4,758.00
	7	\$4,510.00
E. E. ASSISTANT - 5302 ASSISTANT POWER ENGINEER - 5312	STEP 1	\$5,296.00
	2	\$5,020.00
	3	\$4,758.00
	4	\$4,510.00
	5	\$4,275.00
	6	\$4,052.00
	7	\$3,841.00

SCHEDULE II

EXHIBIT "A" PAGE 6

SCHEDULE II

0.04

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DIESEL OPERATOR -- 5100	STEP 1	\$5,408.00
	2	\$5,126.00
	3	\$4,859.00
	4	\$4,606.00
	5	\$4,366.00
	6	\$4,138.00
	7	\$3,922.00
DIESEL OPERATOR I - 5101	STEP 1	\$5,125.00
	2	\$4,858.00
	3	\$4,605.00
	4	\$4,365.00
	5	\$4,137.00
	6	\$3,921.00
	7	\$3,717.00
DIESEL OPERATOR II - 5102	STEP 1	\$4,365.00
	2	\$4,137.00
	3	\$3,921.00
	4	\$3,717.00
	5	\$3,523.00
	6	\$3,339.00
	7	\$3,165.00
DIESEL OPERATOR III - 5103	STEP 1	\$3,718.00
	2	\$3,524.00
	3	\$3,340.00
	4	\$3,166.00
	5	\$3,001.00
	6	\$2,845.00
	7	\$2,697.00
DIESEL OPERATOR IV - 5104	STEP 1	\$3,167.00
	2	\$3,002.00
	3	\$2,845.00
	4	\$2,697.00
	5	\$2,556.00
	6	\$2,423.00
	7	\$2,297.00
DIESEL OPERATOR V - 5105	STEP 1	\$2,697.00
	2	\$2,556.00
	3	\$2,423.00
	4	\$2,297.00
	5	\$2,177.00
	6	\$2,064.00
	7	\$1,956.00

SCHEDULE II

EXHIBIT "A" PAGE 7

SCHEDULE II

0.04

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SENIOR POWER SCHEDULER - 5303	STEP 1	\$5,252.00
	2	\$4,978.00
	3	\$4,718.00
	4	\$4,472.00
	5	\$4,239.00
	6	\$4,018.00
	7	\$3,809.00
POWER SCHEDULER - 5304	STEP 1	\$4,239.00
	2	\$4,018.00
	3	\$3,809.00
	4	\$3,610.00
	5	\$3,422.00
	6	\$3,244.00
	7	\$3,075.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,242.00
	2	\$4,021.00
	3	\$3,811.00
	4	\$3,612.00
	5	\$3,424.00
	6	\$3,245.00
	7	\$3,076.00
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320 SECRETARY - 4360	STEP 1	\$3,424.00
	2	\$3,245.00
	3	\$3,076.00
	4	\$2,916.00
	5	\$2,764.00
	6	\$2,620.00
	7	\$2,483.00
	8	\$2,354.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$2,764.00
	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00
UTILITYMAN IV - 2380	STEP 1	\$2,231.00
	2	\$2,115.00
	3	\$2,005.00
	4	\$1,900.00
	5	\$1,801.00
	6	\$1,707.00
	7	\$1,618.00

SCHEDULE II

EXHIBIT "A" PAGE 8

SCHEDULE II

0:04

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SENIOR ELECTRONICS TECHNICIAN - 5315	STEP 1	\$5,492.00
	2	\$5,206.00
	3	\$4,935.00
	4	\$4,678.00
	5	\$4,434.00
	6	\$4,203.00
	7	\$3,984.00
ELECTRONICS TECHNICIAN - 5111	STEP 1	\$4,882.00
	2	\$4,627.00
	3	\$4,386.00
	4	\$4,157.00
	5	\$3,940.00
	6	\$3,735.00
	7	\$3,540.00
SENIOR SUBSTATION ELECTRICIAN - 5216	STEP 1	\$4,679.00
	2	\$4,435.00
	3	\$4,204.00
	4	\$3,985.00
	5	\$3,777.00
	6	\$3,580.00
	7	\$3,393.00
SUBSTATION ELECTRICIAN - 5212	STEP 1	\$4,158.00
	2	\$3,941.00
	3	\$3,736.00
	4	\$3,541.00
	5	\$3,356.00
	6	\$3,181.00
	7	\$3,015.00
ELECTRIC SERVICE PLANNER - 5305	STEP 1	\$5,313.00
	2	\$5,036.00
	3	\$4,773.00
	4	\$4,524.00
	5	\$4,288.00
	6	\$4,064.00
	7	\$3,852.00
UTILITY CLERK - 4220	STEP 1	\$2,764.00
	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00
	8	\$1,900.00
	9	\$1,801.00

SCHEDULE II

EXHIBIT "A" PAGE 9

SCHEDULE II

0.04

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF WATER & POWER DISPATCHER - 5200	STEP 1	\$5,408.00
	2	\$5,126.00
	3	\$4,859.00
	4	\$4,606.00
	5	\$4,366.00
	6	\$4,138.00
	7	\$3,922.00
SENIOR WATER & POWER DISPATCHER - 5201	STEP 1	\$5,125.00
	2	\$4,858.00
	3	\$4,605.00
	4	\$4,365.00
	5	\$4,137.00
	6	\$3,921.00
	7	\$3,717.00
WATER & POWER DISPATCHER I - 5202	STEP 1	\$4,365.00
	2	\$4,137.00
	3	\$3,921.00
	4	\$3,717.00
	5	\$3,523.00
	6	\$3,339.00
	7	\$3,165.00
WATER & POWER DISPATCHER II - 5203	STEP 1	\$3,718.00
	2	\$3,524.00
	3	\$3,340.00
	4	\$3,166.00
	5	\$3,001.00
	6	\$2,845.00
	7	\$2,697.00
WATER & POWER DISPATCHER TRAINEE - 5204	STEP 1	\$2,234.00
SYSTEM OPERATOR - 5308	STEP 1	\$3,541.00
GENERATION DISPATCHER - 5313	2	\$3,356.00
	3	\$3,181.00
	4	\$3,015.00
	5	\$2,858.00
	6	\$2,709.00
	7	\$2,568.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$4.25 TO \$30.00 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

0.04

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP 1	\$7,615.00
	2	\$7,218.00
	3	\$6,842.00
	4	\$6,485.00
	5	\$6,147.00
	6	\$5,827.00
	7	\$5,523.00
BATTALION CHIEF - 1120	STEP 1	\$6,167.00
	2	\$5,845.00
	3	\$5,540.00
	4	\$5,251.00
	5	\$4,977.00
	6	\$4,718.00
	7	\$4,472.00
CAPTAIN - 1130 ADMINISTRATIVE FIRE CAPTAIN - 1130	STEP 1	\$5,126.00
	2	\$4,859.00
	3	\$4,606.00
	4	\$4,366.00
	5	\$4,138.00
	6	\$3,922.00
	7	\$3,718.00
ENGINEER - 1150 ADMINISTRATIVE FIRE ENGINEER - 1150	STEP 1	\$4,304.00
	2	\$4,080.00
	3	\$3,867.00
	4	\$3,665.00
	5	\$3,474.00
	6	\$3,293.00
	7	\$3,121.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1180	STEP 1	\$3,671.00
	2	\$3,480.00
	3	\$3,299.00
	4	\$3,127.00
	5	\$2,964.00
	6	\$2,809.00

SCHEDULE II

EXHIBIT "A" PAGE 11

SCHEDULE II

0.04

FIRE DEPARTMENT SALARY SCALE

SECRETARY - 4360

MONTHLY SALARY	
STEP 1	\$3,424.00
2	\$3,245.00
3	\$3,076.00
4	\$2,916.00
5	\$2,764.00
6	\$2,620.00
7	\$2,483.00
8	\$2,354.00

UTILITY CLERK - 4220

STEP 1	\$2,764.00
2	\$2,620.00
3	\$2,483.00
4	\$2,354.00
5	\$2,231.00
6	\$2,115.00
7	\$2,005.00
8	\$1,900.00
9	\$1,801.00

SCHEDULE II

EXHIBIT "A" PAGE 12

SCHEDULE II

0.04

POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 3100	STEP 1	\$7,807.00
	2	\$7,400.00
	3	\$7,014.00
	4	\$6,648.00
	5	\$6,301.00
	6	\$5,973.00
	7	\$5,662.00
CAPTAIN - 3110	STEP 1	\$6,609.00
	2	\$6,264.00
	3	\$5,937.00
	4	\$5,627.00
	5	\$5,334.00
	6	\$5,056.00
	7	\$4,792.00
LIEUTENANT - 3120	STEP 1	\$5,584.00
	2	\$5,293.00
	3	\$5,017.00
	4	\$4,755.00
	5	\$4,507.00
	6	\$4,272.00
	7	\$4,049.00
RECORDS MANAGER - 4270	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
ASSISTANT RECORDS MANAGER - 4271	STEP 1	\$3,424.00
POLICE SECRETARY - 3170	2	\$3,245.00
	3	\$3,076.00
	4	\$2,916.00
	5	\$2,764.00
	6	\$2,620.00
	7	\$2,483.00
	8	\$2,354.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$2,764.00
	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00
	8	\$1,900.00
	9	\$1,801.00

SCHEDULE II

EXHIBIT "A" PAGE 13

SCHEDULE II

0.04
0

POLICE DEPARTMENT SALARY SCALE

MONTHLY SALARY

CIVILIAN COURT OFFICER - 4370

STEP 1	\$3,300.00
2	\$3,128.00
3	\$2,965.00
4	\$2,810.00
5	\$2,664.00
6	\$2,525.00
7	\$2,393.00

CIVILIAN TRAFFIC OFFICER - 4300

STEP 1	\$2,698.00
2	\$2,557.00
3	\$2,424.00
4	\$2,298.00
5	\$2,178.00
6	\$2,064.00
7	\$1,956.00

POLICE CADET - 3180

STEP 1	\$2,130.00
2	\$2,019.00
3	\$1,914.00
4	\$1,814.00
5	\$1,719.00
6	\$1,629.00
7	\$1,544.00

SERGEANTS - 3130

STEP 1	\$4,349.00
2	\$4,122.00
3	\$3,907.00
4	\$3,703.00
5	\$3,510.00
6	\$3,327.00

POLICE OFFICER - 3340

STEP 1	\$3,658.00
2	\$3,467.00
3	\$3,286.00
4	\$3,115.00
5	\$2,953.00
6	\$2,799.00

SCHEDULE II

EXHIBIT "A" PAGE 14

SCHEDULE II

0.04

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$20,181.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$7,617.00
	2	\$7,220.00
	3	\$6,844.00
	4	\$6,487.00
	5	\$6,149.00
	6	\$5,828.00
	7	\$5,524.00
ASSISTANT TO THE CITY ADMINISTRATOR - 4001	STEP 1	\$7,320.00
	2	\$6,938.00
	3	\$6,576.00
	4	\$6,233.00
	5	\$5,908.00
	6	\$5,600.00
	7	\$5,308.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH-4320	STEP 1	\$6,560.00
	2	\$6,218.00
	3	\$5,894.00
	4	\$5,587.00
	5	\$5,296.00
	6	\$5,020.00
	7	\$4,758.00
ASSISTANT FINANCE DIRECTOR - - 4102	STEP 1	\$6,323.00
	2	\$5,993.00
	3	\$5,681.00
	4	\$5,385.00
	5	\$5,104.00
	6	\$4,838.00
	7	\$4,586.00
CUSTOMER SERVICE MANAGER - 4110	STEP 1	\$5,922.00
	2	\$5,613.00
	3	\$5,320.00
	4	\$5,043.00
	5	\$4,780.00
	6	\$4,531.00
	7	\$4,295.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$4,981.00
	2	\$4,721.00
	3	\$4,475.00
	4	\$4,242.00
	5	\$4,021.00
	6	\$3,811.00
	7	\$3,612.00

SCHEDULE II

SCHEDULE II

0.04

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DEPUTY CITY CLERK/ SECRETARY TO THE CITY ADMINISTRATOR - 4280	STEP 1	\$4,650.00
OFFICE MANAGER - 4120	2	\$4,408.00
RISK MANAGER/PERSONNEL ASSISTANT - 4260	3	\$4,178.00
	4	\$3,960.00
	5	\$3,754.00
	6	\$3,558.00
	7	\$3,373.00
ACCOUNTANT - 4130	STEP 1	\$3,958.00
	2	\$3,752.00
	3	\$3,556.00
	4	\$3,371.00
	5	\$3,195.00
	6	\$3,028.00
	7	\$2,870.00
ADMINISTRATIVE AIDE II - 4140	STEP 1	\$3,760.00
	2	\$3,564.00
	3	\$3,378.00
	4	\$3,202.00
	5	\$3,035.00
	6	\$2,877.00
	7	\$2,727.00
COMPUTER OPERATIONS ASSISTANT II - 4390	STEP 1	\$3,602.00
	2	\$3,414.00
	3	\$3,236.00
	4	\$3,067.00
	5	\$2,907.00
	6	\$2,755.00
	7	\$2,611.00
METER READER - 5205	STEP 1	\$3,167.00
	2	\$3,002.00
	3	\$2,845.00
	4	\$2,697.00
	5	\$2,556.00
	6	\$2,423.00
	7	\$2,297.00

SCHEDULE II

EXHIBIT "A" PAGE 16

SCHEDULE II

0.04

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

PAYROLL CLERK - 4180	STEP 1	\$3,424.00
SENIOR DISPATCHER (COMMUNICATIONS OPERATOR) - 4600	2	\$3,245.00
SENIOR ACCOUNT CLERK - 4520	3	\$3,076.00
SECRETARY - 4360	4	\$2,916.00
PURCHASING ASSISTANT - 4910	5	\$2,764.00
	6	\$2,620.00
	7	\$2,483.00
	8	\$2,354.00
CUSTOMER SERVICE REPRESENTATIVE - 4111	STEP 1	\$3,242.00
	2	\$3,073.00
	3	\$2,913.00
	4	\$2,761.00
	5	\$2,617.00
	6	\$2,481.00
	7	\$2,352.00
	8	\$2,229.00
	9	\$2,113.00
ADMINISTRATIVE AIDE I - 4900	STEP 1	\$3,035.00
	2	\$2,877.00
	3	\$2,727.00
	4	\$2,585.00
	5	\$2,450.00
	6	\$2,322.00
	7	\$2,201.00
	8	\$2,086.00
	9	\$1,977.00
COMPUTER OPERATIONS ASSISTANT III - 4380	STEP 1	\$2,908.00
	2	\$2,756.00
	3	\$2,612.00
	4	\$2,476.00
	5	\$2,347.00
	6	\$2,225.00
DISPATCHER (COMMUNICATIONS OPERATOR) - 4500	STEP 1	\$2,764.00
ENVIRONMENTAL TECHNICIAN - 4350	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00

SCHEDULE II

EXHIBIT "A" PAGE 17

SCHEDULE II

0.04

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
ACCOUNT CLERK - 4230	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
	9	\$1,892.00
TYPIST/SWITCHBOARD OPERATOR - 4200	STEP 1	\$2,764.00
UTILITY CLERK - 4220	2	\$2,620.00
	3	\$2,483.00
	4	\$2,354.00
	5	\$2,231.00
	6	\$2,115.00
	7	\$2,005.00
	8	\$1,900.00
	9	\$1,801.00
COUNCILMAN		\$1,123.00
DEPUTY CITY TREASURER		\$100.00
CITY ATTORNEY - 4800		\$7,769.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$4.25 TO \$30.00 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 & WATER	\$480.00
DIRECTOR OF LIGHT AND POWER	\$480.00
CHIEF OF POLICE	\$480.00
POLICE CAPTAIN	\$480.00
DIRECTOR OF ENVIRONMENTAL HEALTH	\$480.00
COUNCILMEN	\$480.00
DEPUTY CITY TREASURER	\$420.00
RESOURCE PLANNING MANAGER	\$260.00
CHIEF DEPUTY CITY CLERK	\$110.00
ASSISTANT TO THE CITY ADMINISTRATOR	\$110.00
ACCOUNTANT	\$110.00
FIELD OPERATIONS MANAGER	\$80.00

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 FIFTY DOLLARS (\$550.00) FOR 1992-1993 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON AUGUST 1, 1992.

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 FIFTY DOLLARS (\$550.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1992.

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, 1992.

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 1992-93 FISCAL YEAR OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV

EXHIBIT "C"
