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RESOLUTION NO. 6651

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1995, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 27, 1995

AMENDMENTS TO RESOLUTION NO. 6651				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

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OF
1995-96 SALARY RESOLUTION

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RESOLUTION NO. 6651

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
VERNON FIXING THE COMPENSATION FOR CERTAIN
EMPLOYEES OF SAID CITY AS OF JULY 1, 1995,
AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
AMENDING RESOLUTION NO. 5645 AND REPEALING ALL
RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 6467 was adopted on June 30,
1994, as amended by Resolution Nos. 6507, 6551, 6571, and 6622,
adopted on August 30, 1994, November 15, 1994, January 3, 1995 and
May 2, 1995, respectively, fixed the compensation for certain
employees of the City of Vernon and authorized certain expense
allowances as of July 1, 1994; 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 indicated in their respective schedules as of July 1,
1995; 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 to the PERS,
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; and

WHEREAS, the City Council of the City of Vernon in
Resolution Nos. 5120, adopted on June 29, 1984, and 6258, adopted

1 on October 5, 1993, provided that the City shall pay the
2 employees' total contribution to PERS; and
3 WHEREAS, on April 12, 1988, by voter approval, the City
4 of Vernon became a Charter City; and
5 WHEREAS, employees of the City of Vernon serve at the
6 will and pleasure of the City Council; and
7 WHEREAS, Resolution No. 4027 was adopted by the City
8 Council of the City of Vernon on January 19, 1971, relating to
9 employer-employee relations within the City of Vernon; and
10 WHEREAS, said employer-employee relations resolution
11 provided in Section 5(h) that matters concerning discharge,
12 suspension or discipline shall be within the discretion of the
13 City; and
14 WHEREAS, the City Council of the City of Vernon wishes to
15 reaffirm its intent concerning said section that all such matters
16 of discharge, suspension or discipline reside in the sole
17 discretion of the City Council; and
18 WHEREAS, the City Council of the City of Vernon has
19 previously authorized the establishment of a contract method of
20 employment with various employees in the City wherein said
21 contracts provide that said employees serve at the will and
22 pleasure of the City Council in addition to other provisions; and
23 WHEREAS, the City Council of the City of Vernon wishes to
24 reaffirm this contract program for City employees; and
25 WHEREAS, Resolution No. 5645 was adopted by the City
26 Council of the City of Vernon on October 17, 1989, as amended on
27 June 30, 1992 by Resolution No. 6124, establishing the vacation
28

1 and holiday policy for City employees; and

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

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

10 WHEREAS, the City Council provides for a deferred
11 compensation program and investment program for City employees by
12 Resolution Nos. 4955, 5042, 5489, 5671, 6176 and 6177 adopted on
13 November 16, 1982, September 20, 1983, March 15, 1988, September
14 5, 1989, and October 20, 1992, respectively; and

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

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

21 WHEREAS, the City Council by Resolution No. 5950 adopted
22 on July 2, 1991, as amended by Resolution Nos. 5979 and 6369
23 adopted on August 20, 1991 and December 21, 1993, respectively,
24 established an attendance incentive program wherein qualified
25 employees are eligible to select gifts from specified brochures;
26 and

27 WHEREAS, the City Council by Resolution No. 5994 adopted
28

1 on September 23, 1991, as amended by Resolution No. 6567 on
2 December 20, 1994, adopted an educational assistance program; and
3 WHEREAS, the City Council by Resolution No. 6258 adopted
4 on October 5, 1993, approved a Second Side Letter Agreement
5 between the Municipal Employee Relations Representative of the
6 City of Vernon ("MERR") and the Vernon Police Officers' Benefit
7 Association ("VPOBA") (Employee Group 2) providing for the
8 continuation of the four day week at ten hours per day ("4/10
9 plan") and extending the Memorandum of Understanding ("MOU")
10 previously adopted by Resolution No. 5489 on March 15, 1988, as
11 amended by a Side Letter Agreement adopted by Resolution No. 6001
12 on January 21, 1992, until August 31, 2001; and

13 WHEREAS, the City Council by Resolution No. 6214 adopted
14 on February 16, 1993, adopted a grievance procedure for resolving
15 any complaints alleging violations of the American with
16 Disabilities Act; and

17 WHEREAS, the City Council by Resolution No. 6232 adopted
18 on April 6, 1993, adopted a policy to prevent sexual harassment;
19 and

20 WHEREAS, the City Council by Resolution No. 6220 adopted
21 on March 9, 1993, adopted a policy on the use of computer software
22 on City-owned computers; and

23 WHEREAS, the City Council has established medical
24 benefits for employees of the City of Vernon as provided by
25 Resolution No. 6367 adopted by the City Council of the City of
26 Vernon on December 21, 1993; and

27 WHEREAS, the City Council by Resolution No. 6654 adopted
28

1 on June 27, 1995, approved the continued payment of health
2 insurance premiums for certain categories of retired employees
3 during the 1995-1996 fiscal year; and

4 WHEREAS, the City Council by Resolution No. 6355 adopted
5 on November 23, 1993, adopted a Superior Performance and Ideas
6 Resulting in Tangible Savings Program.

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

9 SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE
10 CITY COUNCIL.

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

19 SECTION 2: EMPLOYMENT AGREEMENT.

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

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1 and executed by the City Administrator as a condition preceding
2 the said employee's employment or promotion.

3 SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.

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

12 SECTION 4: EFFECTIVE DATE.

13 That effective July 1, 1995, there is hereby established
14 and approved compensation and other benefits and expenses provided
15 for herein as set forth below for employees and officers of the
16 City of Vernon. This resolution shall not affect or alter the
17 existing compensation of any officer or employee not specifically
18 set forth therein.

19 SECTION 5: DESIGNATION OF SCHEDULES.

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

28

1 and the uniform allowances are set forth in Schedule IV. Salary
2 schedules are hereby established for the following departments, as
3 set forth in Schedule II:

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

12 Said Schedules I to IV are attached to this resolution as
13 Exhibit "A" through "D", respectively, and incorporated herein by
14 this reference as though fully set forth at length.

15 SECTION 6: PERS CONTRIBUTIONS.

16 The City shall continue to make payments to PERS to
17 satisfy all employee's obligation to make contributions to PERS
18 for retirement benefits, which includes Police Sergeants and
19 Police Officers in the Police Department. Payments made by City
20 on behalf of said employees shall be credited to said employee's
21 account with PERS.

22 SECTION 7: AUTO INSURANCE PROGRAM.

23 The City has established an auto insurance program
24 pursuant to Resolution No. 5741 wherein the City will contribute
25 Twenty-Five Dollars (\$25.00) per month per employee for all
26 officers and employees who participate in said program effective
27

28

1 May 1, 1990, except that as to police officers and sergeants, City
2 will continue to contribute Twenty-Three Dollars and Four Cents
3 (\$23.04) per month.

4 SECTION 8: LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED
5 ON OR BEFORE JUNE 30, 1994.

6 The City has established a longevity program for all
7 employees. The longevity program described in Section 8 herein
8 will only apply to employees employed on or before June 30, 1994.
9 All employees employed on or after July 1, 1994, shall be entitled
10 only to longevity benefits provided for in Section 9.

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

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

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

20 All eligible employees who have ten (10) years of
21 consecutive uninterrupted service on or before July 1, 1987, shall
22 receive an additional ten percent (10%) per month of their base
23 salary effective July 1, 1987, and every year thereafter until
24 reaching the next step. Employees upon reaching their 10th
25 anniversary date after July 1, 1987, shall be entitled to said ten
26 percent (10%) per month upon said anniversary date.
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(c) Fifteen (15) Years of Service.

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

(d) Twenty (20) Years of Service.

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

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

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

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

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

(g) Compensation Not Cumulative.

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

SECTION 9: LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED ON OR AFTER JULY 1, 1994.

(a) Seven (7) Years of Service.

All eligible employees who are employed on or after July 1, 1994, who attain seven (7) years of consecutive uninterrupted service shall receive an additional five percent (5%) per month of their base salary. Such employees upon reaching their 7th anniversary date shall be entitled to receive said five percent (5%) per month upon said anniversary date. Further, such employees will not be entitled to receive any additional percentage increase to their base salary for further service. This subsection shall only apply to employees hired on or after July 1, 1994.

1 SECTION 10: PERFECT ATTENDANCE.

2 All employees except Police Officers and Sergeants in the
3 Police Department shall be eligible to receive additional days off
4 based upon perfect attendance in a prior period as follows:

5 (a) Ten (10) Consecutive Years.

6
7 All such employees who have ten (10) consecutive years of
8 perfect attendance shall receive one (1) day off with pay. Said
9 day off is not to be carried over and must be taken within twelve
10 (12) months from the date the ten (10) consecutive years have been
11 reached.

12 (b) Eleven (11) Consecutive Years.

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

18 (c) Twelve (12) Consecutive Years.

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

24 (d) Thirteen (13) Consecutive Years.

25
26 All such employees who have thirteen (13) consecutive
27 years of perfect attendance shall receive four (4) days off with
28

1 pay. Said days off are not to be carried over and must be taken
2 within twelve (12) months from the date the thirteen (13)
3 consecutive years have been reached.

4 (e) Fourteen (14) Consecutive Years and Thereafter.

5 All such employees who have fourteen (14) consecutive
6 years of perfect attendance and thereafter shall receive five (5)
7 days off with pay. Said days off are not to be carried over and
8 must be taken within twelve (12) months from the date the fourteen
9 (14) consecutive years have been reached and within twelve months
10 thereafter from each succeeding anniversary date of the fourteenth
11 (14th) consecutive year if said employee still maintains perfect
12 attendance. No employee shall receive any more than five (5) days
13 off for perfect attendance.

14 (f) Bereavement Leave.

15 In considering the qualification for perfect attendance
16 only, bereavement leave will not be considered an absence.
17

18 SECTION 11: VACATION AND HOLIDAY POLICIES - AMENDMENT
19 OF RESOLUTION NO. 5645.

20 (a) Amendment to Resolution No. 5645.

21 Section 12 of Resolution No. 5645 shall be amended to
22 read as follows:

23 "No vacation or other benefits provided for
24 herein for any employee of the City of Vernon
25 shall be accumulated from calendar year to
26 calendar year, or from anniversary date to
27 anniversary date, whichever is applicable, nor
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shall the same be compensated for if not utilized during said year, except for miscellaneous employees and sworn safety personnel in the fire department as provided hereunder.

Miscellaneous employees shall be permitted to accumulate a maximum of forty (40) hours of vacation that must be used during the following year, and, if not so utilized during the succeeding year, the employee shall not be compensated for said unused accumulated vacation benefit.

Sworn safety personnel in the Fire Department working 24 hour rotating shifts shall be allowed to carryover a maximum of two (2) shifts per calendar year. If more than two (2) shifts are available at the end of the calendar year, the employee will not be compensated for the shifts/hours exceeding the two (2) shift maximum carryover.

Further, that all full-time employees of the City of Vernon, except Police Department classification represented by the Vernon Police Officers' Benefit Association, shall earn and utilize their vacation benefits as provided for herein on an anniversary-date basis during the first five (5) years, effective as of July 1, 1989. Beginning in the sixth (6th) year, the

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vacation benefits shall be earned and used on a calendar-year basis. Vacation benefits shall be prorated during the year of transition between the fifth (5th) year and the sixth (6th) year."

(b) Vacation and Holiday Policies.

Vacation and holiday policies for employees of the City of Vernon are established and recited in Resolution No. 5645, as amended by Resolution No. 6124 and as amended herein. 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, unless such absence is approved vacation or compensatory time.

SECTION 12: 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 13: 40 HOUR WORK WEEK.

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

SECTION 14: FOUR DAY WORK WEEK.

The City Council hereby continues the four (4) day work

1 week for approved employees which was established on October 29,
2 1979, by Resolution No. 4677 adopted on October 16, 1979, in
3 accordance with the following requirements:

4 (a) City Administrator Authority.

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

8 (b) Workday Hours.

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

14 (c) Vacation Benefits.

15 The vacation benefits for all employees working in said
16 four (4) day work week program are provided in Resolution No.
17 5645, as amended by Resolution No. 6124 and Section 11 of this
18 Resolution.

19 (d) Closure on Holidays.

20 The City Council of the City of Vernon hereby determines
21 that City Offices will be closed on all holidays and that Fridays,
22 Saturdays and Sundays shall be considered holidays for the
23 transaction of business as provided for in Section 6702 of the
24 Government Code.
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(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 all City employees in all departments shall be earned and paid in one-fourth hour increments.

SECTION 15: COMPUTATION OF PAY.

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

(a) Hourly employees.

All employees other than twenty-four (24) hour shift Fire Department employees, the City Attorney, the City Administrator/City Clerk, and the members of the City Council shall be paid on an hourly basis. The employee shall be paid the amount computed by multiplying the hourly salary rate by the

1 number of hours worked or taken as excused paid leave or holiday.
2 The total hours to be paid shall be certified by the Department
3 Head each pay period prior to payment. Such certification shall
4 be in a form approved by the City Administrator;

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

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

14 (c) City Attorney, City Administrator/City Clerk, and the
15 Members of the City Council.

16 The City Attorney, the City Administrator/City Clerk, and
17 the members of the City Council shall be paid biweekly pursuant to
18 Section 4 of Schedule I.

19 (d) Leave Without Pay.

20 "Leave without pay" as used in this section shall
21 include, without being limited to, leaves of absence, suspensions,
22 and employees whose employment commences or terminates during a
23 pay, salary or wage period;

24 (e) Exception to Leave Without Pay.

25 As an exception to the general rules for deductions or
26 loss of pay for "leave without pay" as defined, any Department
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(b) Personal Vehicle Allowance.

Employees who, with Department Head approval, use their personal automobile during the performance of their assigned duties shall be compensated with an automobile allowance as provided for herein. In the event that the automobile allowance for a particular month provides less than twenty-five cents (25¢) a mile reimbursement or, if no automobile allowance is provided, then the employee shall receive a sum equal to twenty-five cents (25¢) a mile for reimbursement for use of his personal automobile and said sum shall be based upon actual miles traveled by said automobile.

(c) Mileage Reimbursement.

Whenever a Department Head certifies for reimbursement on the basis of mileage, he shall submit to the City Administrator/ City Clerk a statement of the reason for paying such employee such mileage reimbursement.

SECTION 17: CITY COUNCIL POLICY STATEMENTS.

The City Council hereby makes the following statements of policy in addition to the statements of policy previously made in other sections herein concerning the implementation of the salary provisions and classifications set forth herein:

(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

1 Head may, for good cause as determined by such Department Head,
2 certify for full pay an employee who has been absent during a pay,
3 salary or wage period.

4 Whenever a Department Head certifies for pay an employee
5 who has been absent, he shall submit to the City Administrator/
6 City Clerk an employee signed absence form showing the reason for
7 such absence, length of service with the City, and total number of
8 hours absent. The approval of pay for employees for absent time
9 shall remain in the sole discretion of the City Council.

10 (f) Maternity Leave Program.

11 That a maternity leave program with pay is established at
12 six (6) weeks for female employees who have completed five (5)
13 years of continuous uninterrupted service. All other employees
14 and probationary employees shall not be entitled to maternity
15 leave with pay. All other employees and probationary employees on
16 maternity leave may use any compensatory or vacation time accrued,
17 if any; the remainder of the time shall be treated as leave
18 without pay.

19 SECTION 16: AUTOMOBILE ALLOWANCES.

20
21 (a) Exceptions to Allowance.

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

1 salary specified for the first step or grade, or that a specific
2 applicant has special qualifications justifying a higher starting
3 rate beyond the first step or grade. New employees starting at
4 the beginning step or grade may be advanced to the second step or
5 grade of their salary range and said advancement shall be
6 effective on the first day of the biweekly pay period next
7 following the satisfactory completion of their probationary
8 employment, which is hereby fixed at twelve (12) months;

9 (b) Promotion or Merit Increase in Grade.

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

18 (c) Effective Date of Promotions.

19 Promotions to the next step or grade, if granted, of the
20 employee's respective salary range shall be effective not earlier
21 than the first day of the biweekly pay period next following the
22 completion of satisfactory service and the authorization of said
23 promotion;

24 (d) No Reduction of Pay by Promotion.

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

3 (e) General Wage and Salary Policy.

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

12 (f) Compensatory Time For Travel.

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

17 SECTION 18: FAIR LABOR STANDARDS ACT.

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

2 SECTION 19: DEPARTMENT OF COMMUNITY SERVICES:

3
4 (a) Certificate of Registration.

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

9 (b) Personal Vehicle Allowance.

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

15 (c) Responsibility For Upkeep of Vehicle.

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

20 (d) Additional Hours Worked.

21 All employees in the Department of Community Services,
22 except the Director of Community Services and those in supervisory
23 positions, required to work hours in addition to their regular
24 forty (40) hour work week (excluding any time off during such
25 week) shall be compensated for such additional hours worked.

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SECTION 20: WATER DEPARTMENT WITHIN THE COMMUNITY SERVICES DEPARTMENT:

(a) Certificate of Registration.

Each employee serving as a Civil Engineer must possess a valid Certificate of Registration as a Civil Engineer, which document is issued by 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 "B", 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, except the Director of Community Services and those in supervisory positions, required to work hours in addition to their regular forty (40) hour work week (excluding any time off during such week) shall be compensated for such additional hours worked.

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(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 "B".

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

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

SECTION 21: 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 Department, Schedule II, Exhibit "B".

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

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

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

(b) Personal Vehicle Allowance.

In addition to said salaries as set forth in Schedule II, Exhibit "B", 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 Light and Power Department, except the Director of Light and Power, Field Operations Manager, Electrical Engineering Manager, Resource Planning Manager, Power Plant Superintendent, Power Engineer and Chief Water and Power Dispatcher, required to work hours in addition to their regular forty (40) hour work week (excluding any time off during such week) shall be compensated for such additional hours worked.

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

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

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

The compensation for the following position is included in the compensation established for said position in the Department of Community Services, Schedule II, Exhibit "B":

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

SECTION 22: GAS MUNICIPAL UTILITY 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 Department, Schedule II, Exhibit "B":

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

(2) ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

1 --the Assistant to the City Administrator shall serve as the
2 Assistant to the Chief Executive Officer in the Gas Municipal
3 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) ACCOUNT CLERK--the Account Clerk in the City
8 Administrator/City Clerk Department shall also serve as the
9 Account Clerk in the Gas Municipal Utility Department.

10 (b) Compensation of Certain Positions - Light
11 and Power Department.

12 The compensation for the following positions are included
13 in the compensation established for said position in the Light and
14 Power Department, Schedule II, Exhibit "B":

15 (1) ACTING MANAGER--the Director of Light and
16 Power shall serve as the Acting Manager in the Gas Municipal
17 Utility Department;

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

21 (3) ACTING PROJECT ENGINEER--the Power Engineer in
22 the Light and Power Department shall serve as the Acting Project
23 Engineer in the Gas Municipal Utility Department.

24 SECTION 23: FIRE DEPARTMENT:

25 (a) Fire Sciences Certificate.

26 All employees who hold a Fire Sciences Certificate or
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1 have completed courses equivalent thereto shall receive an
2 additional two and one half percent (2 1/2%) per month of their
3 base salary after satisfactory completion of their probationary
4 period.

5 (1) AA or AS Degree.

6 All employees who hold an AA or AS Degree in Fire Science
7 or Fire Technology with completion of five (5) years of
8 uninterrupted service with the Fire Department shall receive an
9 additional two and one half percent (2 1/2%) per month of their
10 base salary.

11 (b) Overtime.

12 Fire Department personnel, with the exception of the Fire
13 Chief and Battalion Chiefs, shall be paid for overtime worked as
14 certified to by the Fire Chief and approved by the City
15 Administrator for the following reasons:
16

17 (1) Disasters.

18 Disasters such as major fires, civil disturbances, and
19 other emergency situations;

20 (2) Extraordinary Circumstances.

21 Extraordinary circumstances requiring more than ordinary
22 law enforcement or fire protection staffing.

23 (c) 10-Hour Personnel-Additional Work.

24 Eligible 10-hour Fire Department personnel shall be paid
25 for such additional work at their assigned hourly rate.
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(d) 24-Hour Shift Overtime.

For computation of overtime worked, 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 1995-1996 fiscal year of Vernon, for the purchase of Uniforms and related equipment.

(f) Personal Vehicle Allowance.

In addition to said salaries as set forth in Schedule II, Exhibit "B", 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).

(h) Haz Mat Pay.

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

1 Exhibit "B", each Haz Mat team member (30 members) shall receive
2 an additional Fifty Dollars (\$50.00) per month. Said payment
3 shall not be considered to be part of the employee's base monthly
4 salary when computing fire sciences certificate incentives or AA
5 or AS degree incentives.

6 SECTION 24: POLICE DEPARTMENT:

7
8 (a) MOU.

9 For purposes of this resolution, all of the provisions in
10 the MOU dated March 1, 1988, adopted by the City Council of the
11 City of Vernon on March 15, 1988, pursuant to Resolution No. 5489,
12 as extended by a Side Letter Agreement effective October 6, 1991,
13 approved by the City Council of the City of Vernon on January 21,
14 1992, pursuant to Resolution No. 6001, and Second Side Letter
15 Agreement approved by the City Council of the City of Vernon on
16 October 5, 1993, pursuant to Resolution No. 6258, are referenced
17 herein as though fully set forth at length.

18 (b) Overtime.

19 Police Department personnel, with the exception of the
20 Police Chief and the Police Captain, shall be paid for overtime
21 work as certified to by the Police Chief and approved by the City
22 Administrator for the following reasons:

23 (1) Disasters.

24 Disasters such as major fires, civil disturbances, and
25 other emergency situations;
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(2) Extraordinary Circumstances.

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

(c) Court Appearances.

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

(1) Half Court Day Appearance.

Sixty-Five Dollars (\$65.00) for an appearance which requires the employee's presence for half a court day or less;

(2) Full Court Day Appearance.

One Hundred Fifteen Dollars (\$115.00) for an appearance which requires the employee's presence for full court day or less, but more than a half court day;

(3) Court Day Defined.

An employee shall be deemed to have served a full court day appearance if the employee is required to appear at the morning session of the court and has to return on the same day after the noon recess of the court. Otherwise, an appearance during the morning session or the afternoon session only shall be considered a half court day.

(4) Overtime.

Court appearances which extend beyond an employee's

1 normal shift assignment shall be compensated as paid overtime
2 unless said paid overtime exceeds Sixty-Five Dollars (\$65.00) in
3 which event said employee shall receive the sole sum of Sixty-Five
4 Dollars (\$65.00) as court appearance compensation.

5 (d) Standby Status.

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

8 (1) Half Court Day.

9 Twenty Dollars (\$20.00) for half a court day ending at
10 1:45 p.m.;

11 (2) Full Court Day.

12 Forty Dollars (\$40.00) for a full court day;

13 (3) Appearance Compensation.

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

18 (e) Payment of Incentive Compensation Peace Officers'
19 Standard Training Certificate

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

24 (1) POST Intermediate Certificate.

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

2 (2) POST Advanced Certificate.

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4 Five percent (5%) of the employee's base monthly salary
5 excluding all other compensation for the employees earning and
6 possessing a POST advanced certificate;

7 (3) Incentive Compensation.

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

14 (f) Field Training Officers.

15 Police officers assigned by the Chief of Police, or his
16 designee, as Field Training Officers shall receive a differential
17 of two and one half percent (2 1/2%) of their base salary for the
18 period so assigned. Each officer assigned as a Field Training
19 Officer shall complete a POST approved Field Training Officer
20 School prior to assignment.

21 (g) Personal Vehicle Allowance.

22
23 In addition to said salaries as set forth in Schedule II,
24 Exhibit "B", certain individuals serving in specified
25 classifications shall receive, when using their own motor vehicle
26 in the service of the City, an additional sum per month as
27 provided for in Schedule III.

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(h) Personal Vehicle Use and Maintenance.

When authorized in advance by the City Council, in addition to the salaries indicated in Schedule II, Exhibit "B", each Police Officer shall receive an additional sum per month as provided for in Schedule III 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.

(i) Uniform Allowance.

Vernon shall provide a uniform allowance as specified in Schedule IV for the 1995-1996 fiscal year of Vernon, for the purchase of Uniform and related equipment.

(j) Merit Steps.

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

(k) Anniversary Date.

Notwithstanding the above 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

1 have his/her anniversary date for future merit increases
2 established as of the date said officer is appointed to said
3 grade.

4 (1) Detective Assignment.

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

11 (m) Patrol Personnel.

12 Patrol personnel shall work a ten (10) hour shift. The
13 first one-half hour shall be used for briefing and training
14 purposes. Lunch time equal to one-half hour (Code 7) shall be
15 part of the shift and is only compensable if actually interrupted
16 for purposes of an emergency service call or not allowed. If Code
17 7 is interrupted for an emergency service call or Code 7 is not
18 allowed, the officer will be compensated for one-half hour
19 straight time or be granted one-half hour Code 7 time at a later
20 part of his/her shift. An officer who elects additional
21 compensation shall not be granted additional Code 7 time during
22 his/her shift. The current method of scheduling and utilizing
23 Code 7 time, with the exceptions stated above shall continue.

24 (n) Experimental 4/10 Plan.

25 The City Council hereby continues the experimental 4/10
26 Plan for approved employees which was established by minute order
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1 on October 6, 1991, and further authorized by Resolution No. 6001
2 adopted on January 21, 1992, as amended by the Second Side Letter
3 Agreement adopted by Resolution No. 6258 on October 5, 1993, in
4 accordance with the provisions specified therein.

5 SECTION 25: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

6 (a) Personal Vehicle Allowance.

7
8 In addition to said salaries as set forth in Schedule II,
9 Exhibit "B", 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 (b) Personal Vehicle Use and Maintenance.

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 (c) Additional Work Compensation.

19 All personnel in the City Administrator/City Clerk
20 Departments, except the City Administrator/City Clerk, the
21 Assistant to the City Administrator, the Director of Environmental
22 Health, and those in supervisory positions required to work hours
23 in addition to their regular forty (40) hour work week (excluding
24 any time off during such work week) shall be compensated for such
25 additional hours worked.

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(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 "B".

(e) City Administrator/City Clerk Benefits.

In addition to the salary provided for in Schedule II, Exhibit "B", 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.

Twenty-two (22) days of executive leave effective July 1, 1995;

(4) ICMA Retirement.

The City shall make a direct payment of \$7,500.00 on January 1 of 1996 to the ICMA Retirement Corporation as deferred compensation, all of said amount shall be credited to his individual account;

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(5) 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, 1996, and said \$2,000.00 shall be deposited each and every year thereafter on or about January 1 for as long as employee is employed by the City;

(6) 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 at double time;

(7) Vacation.

Four (4) additional vacation days in addition to the vacation benefits provided for pursuant to Resolution No. 5645.

(8) Membership in Country Club.

The City shall continue to maintain membership in the Candlewood 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 and business use as needed;

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(11) Hours of Work.

The hours of work to be as necessary;

(12) League of California Cities' Educational Tour.

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

(13) Life Insurance.

Life insurance to equal the sum of \$310,000.00.

(f) City Attorney Compensation.

The City Council hereby establishes compensation for the City Attorney which is set forth in Schedule II, Exhibit "B".

SECTION 26: 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 "B":

(1) Expense Reimbursement.

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

(2) Expense Attendance Allowance.

To each councilmember a per meeting expense attendance

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allowance shall be paid as follows:

Personnel Committee - \$25.00 per meeting

Finance Committee - \$50.00 per meeting

Police/Fire Commission - \$25.00 per meeting.

SECTION 27: Repeal of Certain Resolutions.

All resolutions, or parts of resolutions not consistent with or in conflict with this resolution, specifically Resolution Nos. 6467, 6507, 6551, 6571, and 6622, are hereby repealed.

SECTION 28: 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 27th day of June, 1995.


LEONIS C. MALBURG, Mayor

ATTEST:


BRUCE V. MALKENHORST, City Clerk

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. 6651, 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 27, 1995, 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
EXHIBIT "A"

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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, 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
EXHIBIT "A"

A - 2

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE

0.03

		MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 1	\$10,341.00
	2	\$9,802.00
	3	\$9,291.00
	4	\$8,807.00
	5	\$8,348.00
	6	\$7,913.00
	7	\$7,500.00
	8	\$7,109.00
CIVIL ENGINEER - 2110	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
	8	\$5,367.00
ENGINEERING ASSOCIATE - 2120	STEP 1	\$6,725.00
	2	\$6,374.00
	3	\$6,042.00
	4	\$5,727.00
	5	\$5,428.00
	6	\$5,145.00
	7	\$4,877.00
	8	\$4,623.00
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 SENIOR BUILDING INSPECTOR - 4450	STEP 1	\$6,015.00
	2	\$5,701.00
	3	\$5,404.00
	4	\$5,122.00
	5	\$4,855.00
	6	\$4,602.00
	7	\$4,362.00
	8	\$4,135.00
FOREMAN - 2170	STEP 1	\$5,254.00
	2	\$4,980.00
	3	\$4,720.00
	4	\$4,474.00
	5	\$4,241.00
	6	\$4,020.00
	7	\$3,810.00
	8	\$3,611.00

SCHEDULE II
EXHIBIT "B" PAGE 1.

SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE

0.03

MONTHLY SALARY

ENGINEERING TECHNICIAN - 2180	STEP 1	\$5,113.00
MECHANICAL & PLUMBING INSPECTOR - 2800	2	\$4,846.00
ELECTRICAL INSPECTOR - 2900	3	\$4,593.00
	4	\$4,354.00
	5	\$4,127.00
	6	\$3,912.00
	7	\$3,708.00
	8	\$3,515.00
CODE ENFORCEMENT INSPECTOR - 4460	STEP 1	\$4,869.00
	2	\$4,615.00
	3	\$4,374.00
	4	\$4,146.00
	5	\$3,930.00
	6	\$3,725.00
	7	\$3,531.00
	8	\$3,347.00
UTILITYMAN I - 2290	STEP 1	\$4,588.00
SECRETARY TO DIRECTOR OF	2	\$4,349.00
COMMUNITY SERVICES - 4700	3	\$4,122.00
ENGINEERING AIDE I - 2300	4	\$3,907.00
	5	\$3,703.00
	6	\$3,510.00
	7	\$3,327.00
	8	\$3,154.00
UTILITYMAN II - 2310	STEP 1	\$3,703.00
SECRETARY - 4360	2	\$3,510.00
ENGINEERING AIDE II - 2320	3	\$3,327.00
SENIOR UTILITY CLERK - 4200	4	\$3,154.00
	5	\$2,990.00
	6	\$2,834.00
	7	\$2,686.00
	8	\$2,546.00
	9	\$2,413.00

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE

0.03

MONTHLY SALARY

UTILITY MAN III - 2340
ENGINEERING AIDE III - 2390

STEP 1	\$2,989.00
2	\$2,833.00
3	\$2,685.00
4	\$2,545.00
5	\$2,412.00
6	\$2,286.00
7	\$2,167.00
8	\$2,054.00

UTILITYMAN IV - 2380

STEP 1	\$2,413.00
2	\$2,287.00
3	\$2,168.00
4	\$2,055.00
5	\$1,948.00
6	\$1,846.00
7	\$1,750.00
8	\$1,659.00

UTILTY CLERK - 4220

STEP 1	\$2,989.00
2	\$2,833.00
3	\$2,685.00
4	\$2,545.00
5	\$2,412.00
6	\$2,286.00
7	\$2,167.00
8	\$2,054.00
9	\$1,947.00
10	\$1,845.00

APPRENTICE MECHANIC - 2660

STEP 1	\$2,277.00
2	\$2,158.00
3	\$2,045.00
4	\$1,938.00
5	\$1,837.00
6	\$1,741.00
7	\$1,650.00
8	\$1,564.00

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

0.03

COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

MONTHLY SALARY

ENGINEERING ASSOCIATE - 2120	STEP 1	\$6,725.00
	2	\$6,374.00
	3	\$6,042.00
	4	\$5,727.00
	5	\$5,428.00
	6	\$5,145.00
	7	\$4,877.00
	8	\$4,623.00
FOREMAN - 2170	STEP 1	\$5,254.00
	2	\$4,980.00
	3	\$4,720.00
	4	\$4,474.00
	5	\$4,241.00
	6	\$4,020.00
	7	\$3,810.00
	8	\$3,611.00
ENGINEERING TECHNICIAN - 2180	STEP 1	\$5,113.00
	2	\$4,846.00
	3	\$4,593.00
	4	\$4,354.00
	5	\$4,127.00
	6	\$3,912.00
	7	\$3,708.00
	8	\$3,515.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,588.00
	2	\$4,349.00
	3	\$4,122.00
	4	\$3,907.00
	5	\$3,703.00
	6	\$3,510.00
	7	\$3,327.00
	8	\$3,154.00

SCHEDULE II

0.03

COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320	STEP 1	\$3,703.00
	2	\$3,510.00
	3	\$3,327.00
	4	\$3,154.00
	5	\$2,990.00
	6	\$2,834.00
	7	\$2,686.00
	8	\$2,546.00
	9	\$2,413.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$2,989.00
	2	\$2,833.00
	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00
UTILITYMAN IV - 2380	STEP 1	\$2,413.00
	2	\$2,287.00
	3	\$2,168.00
	4	\$2,055.00
	5	\$1,948.00
	6	\$1,846.00
	7	\$1,750.00
	8	\$1,659.00
UTILITY CLERK - 4220	STEP 1	\$2,989.00
	2	\$2,833.00
	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00
	9	\$1,947.00
	10	\$1,845.00

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

DIRECTOR OF LIGHT & POWER - .2101	STEP 1	\$10,341.00
	2	\$9,802.00
	3	\$9,291.00
	4	\$8,807.00
	5	\$8,348.00
	6	\$7,913.00
	7	\$7,500.00
FIELD OPERATIONS MANAGER - 5199	STEP 1	\$8,365.00
	2	\$7,929.00
	3	\$7,516.00
	4	\$7,124.00
	5	\$6,753.00
	6	\$6,401.00
	7	\$6,067.00
ELECTRICAL ENGINEERING MANAGER - 5299 RESOURCE PLANNING MANAGER - 5306	STEP 1	\$7,844.00
	2	\$7,435.00
	3	\$7,047.00
	4	\$6,680.00
	5	\$6,332.00
	6	\$6,002.00
	7	\$5,689.00
	8	\$5,392.00
POWER PLANT SUPERINTENDENT - 5311 POWER ENGINEER - 5198	STEP 1	\$7,436.00
	2	\$7,048.00
	3	\$6,681.00
	4	\$6,333.00
	5	\$6,003.00
	6	\$5,690.00
	7	\$5,393.00
	8	\$5,112.00
ELECTRICAL ENGINEERING ASSOCIATE - 5301 ASSOCIATE POWER ENGINEER - 5309	STEP 1	\$6,725.00
	2	\$6,374.00
	3	\$6,042.00
	4	\$5,727.00
	5	\$5,428.00
	6	\$5,145.00
	7	\$4,877.00
	8	\$4,623.00
ELECTRICAL ENGINEERING ASSISTANT - 5302 ASSISTANT POWER ENGINEER - 5312	STEP 1	\$5,728.00
	2	\$5,429.00
	3	\$5,146.00
	4	\$4,878.00
	5	\$4,624.00
	6	\$4,383.00
	7	\$4,155.00
	8	\$3,938.00

SCHEDULE II
EXHIBIT "B" PAGE 6

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

0.03

		MONTHLY SALARY
CHIEF DIESEL OPERATOR - 5100	STEP 1	\$5,570.00
	2	\$5,280.00
	3	\$5,005.00
	4	\$4,744.00
	5	\$4,497.00
	6	\$4,253.00
	7	\$4,041.00
DIESEL OPERATOR I - 5101	STEP 1	\$5,542.00
	2	\$5,253.00
	3	\$4,979.00
	4	\$4,719.00
	5	\$4,473.00
	6	\$4,240.00
	7	\$4,019.00
DIESEL OPERATOR II - 5102	STEP 1	\$4,720.00
	2	\$4,474.00
	3	\$4,241.00
	4	\$4,020.00
	5	\$3,810.00
	6	\$3,611.00
	7	\$3,423.00
	8	\$3,245.00
DIESEL OPERATOR III - 5103	STEP Y	\$5,408.00
	1	\$4,021.00
	2	\$3,811.00
	3	\$3,612.00
	4	\$3,424.00
	5	\$3,245.00
	6	\$3,076.00
	7	\$2,916.00
8	\$2,764.00	
DIESEL OPERATOR IV - 5104	STEP 1	\$3,425.00
	2	\$3,246.00
	3	\$3,077.00
	4	\$2,917.00
	5	\$2,765.00
	6	\$2,621.00
	7	\$2,484.00
	8	\$2,355.00
DIESEL OPERATOR V - 5105	STEP 1	\$2,917.00
	2	\$2,765.00
	3	\$2,621.00
	4	\$2,484.00
	5	\$2,355.00
	6	\$2,232.00
	7	\$2,116.00
	8	\$2,006.00

SCHEDULE II
EXHIBIT "B" PAGE 7

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

POWER RESOURCE COORDINATOR - 5400 SENIOR ELECTRONICS TECHNICIAN - 5315	STEP 1	\$5,940.00
	2	\$5,630.00
	3	\$5,336.00
	4	\$5,058.00
	5	\$4,794.00
	6	\$4,544.00
	7	\$4,307.00
ELECTRONICS TECHNICIAN - 5111	STEP 1	\$5,280.00
	2	\$5,005.00
	3	\$4,744.00
	4	\$4,497.00
	5	\$4,263.00
	6	\$4,041.00
	7	\$3,830.00
	8	\$3,630.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,588.00
	2	\$4,349.00
	3	\$4,122.00
	4	\$3,907.00
	5	\$3,703.00
	6	\$3,510.00
	7	\$3,327.00
	8	\$3,154.00
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320 SECRETARY - 4360 ASSISTANT ELECTRONICS TECHNICIAN - 5112	STEP 1	\$3,703.00
	2	\$3,510.00
	3	\$3,327.00
	4	\$3,154.00
	5	\$2,990.00
	6	\$2,834.00
	7	\$2,686.00
	8	\$2,546.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$2,989.00
	2	\$2,833.00
	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00
UTILITYMAN IV - 2380	STEP 1	\$2,413.00
	2	\$2,287.00
	3	\$2,168.00
	4	\$2,055.00
	5	\$1,948.00
	6	\$1,846.00
	7	\$1,750.00
	8	\$1,659.00

SCHEDULE II
EXHIBIT "B" PAGE 8

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

0.03

		MONTHLY SALARY
SENIOR POWER SCHEDULER - 5303	STEP 1	\$5,680.00
	2	\$5,384.00
	3	\$5,103.00
	4	\$4,837.00
	5	\$4,585.00
	6	\$4,346.00
	7	\$4,119.00
SENIOR SUBSTATION ELECTRICIAN - 5216	STEP 1	\$5,060.00
	2	\$4,796.00
	3	\$4,546.00
	4	\$4,309.00
	5	\$4,084.00
	6	\$3,871.00
	7	\$3,669.00
SUBSTATION ELECTRICIAN - 5212	STEP 1	\$4,497.00
	2	\$4,263.00
	3	\$4,041.00
	4	\$3,830.00
	5	\$3,630.00
	6	\$3,441.00
	7	\$3,262.00
	8	\$3,092.00
ELECTRIC SERVICE PLANNER - 5305	STEP 1	\$5,746.00
	2	\$5,446.00
	3	\$5,162.00
	4	\$4,893.00
	5	\$4,638.00
	6	\$4,396.00
	7	\$4,167.00
	8	\$3,950.00
UTILITY CLERK - 4220	STEP 1	\$2,989.00
	2	\$2,833.00
	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00
	9	\$1,947.00
	10	\$1,845.00

SCHEDULE II

LIGHT & POWER DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CHIEF WATER & POWER DISPATCHER - 5200	STEP 1	\$6,170.00
	2	\$5,848.00
	3	\$5,543.00
	4	\$5,254.00
	5	\$4,980.00
	6	\$4,720.00
	7	\$4,474.00
SENIOR WATER & POWER DISPATCHER - 5201	STEP 1	\$5,542.00
	2	\$5,253.00
	3	\$4,979.00
	4	\$4,719.00
	5	\$4,473.00
	6	\$4,240.00
	7	\$4,019.00
WATER & POWER DISPATCHER I - 5202	STEP 1	\$4,720.00
	2	\$4,474.00
	3	\$4,241.00
	4	\$4,020.00
	5	\$3,810.00
	6	\$3,611.00
	7	\$3,423.00
	8	\$3,245.00
WATER & POWER DISPATCHER II - 5203	STEP 1	\$4,021.00
	2	\$3,811.00
	3	\$3,612.00
	4	\$3,424.00
	5	\$3,245.00
	6	\$3,076.00
	7	\$2,916.00
	8	\$2,764.00
WATER & POWER DISPATCHER TRAINEE - 5204	STEP 1	\$2,416.00
SYSTEM OPERATOR - 5308	STEP 1	\$3,830.00
GENERATION DISPATCHER - 5313	2	\$3,630.00
	3	\$3,441.00
	4	\$3,262.00
	5	\$3,092.00
	6	\$2,931.00
	7	\$2,778.00
	8	\$2,633.00

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 "B" PAGE 10

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CHIEF - 1100	STEP 1	\$8,236.00
	2	\$7,807.00
	3	\$7,400.00
	4	\$7,014.00
	5	\$6,648.00
	6	\$6,301.00
	7	\$5,973.00
BATTALION CHIEF - 6120 ADMINISTRATIVE BATTALION CHIEF - 6220	STEP 1	\$6,669.00
	2	\$6,321.00
	3	\$5,991.00
	4	\$5,679.00
	5	\$5,383.00
	6	\$5,102.00
	7	\$4,836.00
CAPTAIN - 6130 ADMINISTRATIVE CAPTAIN - 6230	STEP 1	\$5,543.00
	2	\$5,254.00
	3	\$4,980.00
	4	\$4,720.00
	5	\$4,474.00
	6	\$4,241.00
	7	\$4,020.00
ENGINEER - 6150 ADMINISTRATIVE ENGINEER - 6250	STEP 1	\$4,655.00
	2	\$4,412.00
	3	\$4,182.00
	4	\$3,964.00
	5	\$3,757.00
	6	\$3,561.00
	7	\$3,375.00
FIREFIGHTER - 6180 ADMINISTRATIVE FIREFIGHTER - 6280	STEP 1	\$3,971.00
	2	\$3,764.00
	3	\$3,568.00
	4	\$3,382.00
	5	\$3,206.00
	6	\$3,039.00

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

SCHEDULE II
EXHIBIT "B" PAGE 11

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230	STEP 1	\$5,280.00
	2	\$5,005.00
	3	\$4,744.00
	4	\$4,497.00
	5	\$4,263.00
	6	\$4,041.00
	7	\$3,830.00
ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250	STEP 1	\$4,433.00
	2	\$4,202.00
	3	\$3,983.00
	4	\$3,775.00
	5	\$3,578.00
	6	\$3,391.00
	7	\$3,214.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280	STEP 1	\$3,781.00
	2	\$3,584.00
	3	\$3,397.00
	4	\$3,220.00
	5	\$3,052.00
	6	\$2,893.00

FIRE DEPARTMENT PERSONNEL HIRED AFTER 1986

SCHEDULE II
EXHIBIT "B" PAGE 11B

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

SECRETARY - 4160

MONTHLY SALARY

STEP 1	\$3,703.00
2	\$3,510.00
3	\$3,327.00
4	\$3,154.00
5	\$2,990.00
6	\$2,834.00
7	\$2,686.00
8	\$2,546.00
9	\$2,413.00

UTILITY CLERK - 4220

STEP 1	\$2,989.00
2	\$2,833.00
3	\$2,685.00
4	\$2,545.00
5	\$2,412.00
6	\$2,286.00
7	\$2,167.00
8	\$2,054.00
9	\$1,947.00
10	\$1,845.00

SCHEDULE II
EXHIBIT "B" PAGE 12

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CHIEF - 3100	STEP 1	\$8,962.00
	2	\$8,495.00
	3	\$8,052.00
	4	\$7,632.00
	5	\$7,234.00
	6	\$6,857.00
	7	\$6,500.00
CAPTAIN - 3110	STEP 1	\$7,147.00
	2	\$6,774.00
	3	\$6,421.00
	4	\$6,086.00
	5	\$5,769.00
	6	\$5,468.00
	7	\$5,183.00
LIEUTENANT - 3120	STEP 1	\$6,039.00
	2	\$5,724.00
	3	\$5,426.00
	4	\$5,143.00
	5	\$4,875.00
	6	\$4,621.00
	7	\$4,380.00
RECORDS MANAGER - 4270	STEP 1	\$5,029.00
	2	\$4,767.00
	3	\$4,518.00
	4	\$4,282.00
	5	\$4,059.00
	6	\$3,847.00
	7	\$3,646.00
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 1	\$3,703.00
	2	\$3,510.00
	3	\$3,327.00
	4	\$3,154.00
	5	\$2,990.00
	6	\$2,834.00
	7	\$2,686.00
	8	\$2,546.00
	9	\$2,413.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$2,989.00
	2	\$2,833.00
	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00
	9	\$1,947.00
	10	\$1,845.00

SCHEDULE II

0.03

POLICE DEPARTMENT SALARY SCALE

MONTHLY SALARY

CIVILIAN COURT OFFICER - 4370	STEP 1	\$3,569.00
	2	\$3,383.00
	3	\$3,207.00
	4	\$3,040.00
	5	\$2,882.00
	6	\$2,732.00
	7	\$2,590.00
	8	\$2,455.00
CIVILIAN TRAFFIC OFFICER - 4300 JAILOR - 4600	STEP 1	\$2,918.00
	2	\$2,766.00
	3	\$2,622.00
	4	\$2,485.00
	5	\$2,355.00
	6	\$2,232.00
	7	\$2,116.00
	8	\$2,006.00
POLICE CADET - 3180	STEP 1	\$2,304.00
	2	\$2,184.00
	3	\$2,070.00
	4	\$1,962.00
	5	\$1,860.00
	6	\$1,763.00
	7	\$1,671.00
	8	\$1,584.00
SERGEANTS - 3130	STEP 1	\$4,749.00
	2	\$4,501.00
	3	\$4,266.00
	4	\$4,044.00
	5	\$3,833.00
	6	\$3,633.00
POLICE OFFICER - 3340	STEP 1	\$3,994.00
	2	\$3,786.00
	3	\$3,589.00
	4	\$3,402.00
	5	\$3,225.00
	6	\$3,057.00

SCHEDULE II
EXHIBIT "B" PAGE 14

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$25,928.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$8,757.00
	2	\$8,300.00
	3	\$7,867.00
	4	\$7,457.00
	5	\$7,068.00
	6	\$6,700.00
	7	\$6,351.00
ASSISTANT TO THE CITY ADMINISTRATOR - 4001	STEP 1	\$7,917.00
	2	\$7,504.00
	3	\$7,113.00
	4	\$6,742.00
	5	\$6,391.00
	6	\$6,058.00
	7	\$5,742.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	STEP 1	\$7,095.00
	2	\$6,725.00
	3	\$6,374.00
	4	\$6,042.00
	5	\$5,727.00
	6	\$5,428.00
	7	\$5,145.00
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	\$6,838.00
	2	\$6,482.00
	3	\$6,144.00
	4	\$5,824.00
	5	\$5,520.00
	6	\$5,232.00
	7	\$4,959.00
CUSTOMER SERVICE MANAGER - 4110	STEP 1	\$6,405.00
	2	\$6,071.00
	3	\$5,755.00
	4	\$5,455.00
	5	\$5,171.00
	6	\$4,901.00
	7	\$4,645.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	\$6,374.00
	2	\$6,042.00
	3	\$5,727.00
	4	\$5,428.00
	5	\$5,145.00
	6	\$4,877.00
	7	\$4,623.00

SCHEDULE II
EXHIBIT "B" PAGE 15

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CHIEF DEPUTY CITY CLERK/SECRETARY TO THE CITY ADMINISTRATOR - 4280 OFFICE MANAGER - 4120 RISK MANAGER/PERSONNEL ASSISTANT - 4260 BUDGET AUDITOR - 4330	STEP 1	\$5,029.00
	2	\$4,767.00
	3	\$4,518.00
	4	\$4,282.00
	5	\$4,059.00
	6	\$3,847.00
	7	\$3,646.00
	8	\$3,456.00
ACCOUNTANT - 4130	STEP 1	\$4,281.00
	2	\$4,058.00
	3	\$3,846.00
	4	\$3,645.00
	5	\$3,455.00
	6	\$3,275.00
	7	\$3,104.00
	8	\$2,942.00
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 1	\$4,066.00
	2	\$3,854.00
	3	\$3,653.00
	4	\$3,463.00
	5	\$3,282.00
	6	\$3,111.00
	7	\$2,949.00
	8	\$2,795.00
COMPUTER OPERATIONS ASSISTANT II - 4390	STEP 1	\$3,895.00
	2	\$3,692.00
	3	\$3,500.00
	4	\$3,318.00
	5	\$3,145.00
	6	\$2,981.00
	7	\$2,826.00
	8	\$2,679.00
METER READER - 5205	STEP 1	\$3,425.00
	2	\$3,246.00
	3	\$3,077.00
	4	\$2,917.00
	5	\$2,765.00
	6	\$2,621.00
	7	\$2,484.00
	8	\$2,355.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$5,387.00
	2	\$5,106.00
	3	\$4,840.00
	4	\$4,588.00
	5	\$4,349.00
	6	\$4,122.00
	7	\$3,907.00
	8	\$3,703.00

SCHEDULE II
EXHIBIT "B" PAGE 16

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

PAYROLL CLERK - 4180	STEP 1	\$3,703.00
SENIOR DISPATCHER(COMMUNICATIONS) - 4600	2	\$3,510.00
SENIOR UTILITY CLERK - 4520	3	\$3,327.00
SECRETARY - 4360	4	\$3,154.00
PURCHASING ASSISTANT - 4910	5	\$2,990.00
	6	\$2,834.00
	7	\$2,686.00
	8	\$2,546.00
	9	\$2,413.00

CUSTOMER SERVICE REPRESENTATIVE - 4111	STEP 1	\$3,506.00
	2	\$3,323.00
	3	\$3,150.00
	4	\$2,986.00
	5	\$2,830.00
	6	\$2,682.00
	7	\$2,542.00
	8	\$2,409.00
	9	\$2,283.00
	10	\$2,164.00

ADMINISTRATIVE AIDE I - 4900	STEP 1	\$3,283.00
	2	\$3,112.00
	3	\$2,950.00
	4	\$2,796.00
	5	\$2,650.00
	6	\$2,512.00
	7	\$2,381.00
	8	\$2,257.00
	9	\$2,139.00
	10	\$2,027.00

COMPUTER OPERATIONS ASSISTANT III - 4380	STEP 1	\$3,145.00
	2	\$2,981.00
	3	\$2,826.00
	4	\$2,679.00
	5	\$2,539.00
	6	\$2,407.00
	7	\$2,282.00

DISPATCHER(COMMUNICATIONS) - 4500	STEP 1	\$2,989.00
ENVIRONMENTAL TECHNICIAN - 4350	2	\$2,833.00
	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00

SCHEDULE II
EXHIBIT "B" PAGE 17

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

ACCOUNT CLERK - 4230	STEP 1	\$3,139.00
	2	\$2,975.00
	3	\$2,820.00
	4	\$2,673.00
	5	\$2,534.00
	6	\$2,402.00
	7	\$2,277.00
	8	\$2,158.00
	9	\$2,045.00
	10	\$1,938.00
TYPIST/SWITCHBOARD OPERATOR - 4200	STEP 1	\$2,989.00
UTILITY CLERK - 4220	2	\$2,833.00
PERSONNEL CLERK - 4240	3	\$2,685.00
	4	\$2,545.00
	5	\$2,412.00
	6	\$2,286.00
	7	\$2,167.00
	8	\$2,054.00
	9	\$1,947.00
	10	\$1,845.00
COUNCILMAN		\$1,733.00
DEPUTY CITY TREASURER		\$100.00
CITY ATTORNEY - 4800		\$20,878.00

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 "B" PAGE 18

SCHEDULE III
AUTOMOBILE ALLOWANCE

	MONTHLY ALLOWANCE
POLICE CAPTAIN	\$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
OFFICE MANAGER	\$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 vehicle.

When authorized in advance by the Department Head, an employee using his/her personal car for City business will be reimbursed at twenty-five cents (.25c) per mile.

SCHEDULE III
EXHIBIT "C"

SCHEDULE IV
UNIFORM ALLOWANCE

1995-96

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 THE 1995-96 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 1995.

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, 1994.

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, 1994.

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 FISCAL YEAR 1995-96 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "D"