

RESOLUTION NO. 6811

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1996, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 27, 1996

AMENDMENTS TO RESOLUTION NO. 6811				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

TABLE OF CONTENTS
OF
1996-97 SALARY RESOLUTION

PAGE

SECTION 1:	EMPLOYEES SERVE AT WILL AND PLEASURE OF THE CITY COUNCIL	6
SECTION 2:	EMPLOYMENT AGREEMENT	6
SECTION 3:	POLICE ACADEMY AND FIELD TRAINING COSTS	7
SECTION 4:	EFFECTIVE DATE	7
SECTION 5:	DESIGNATION OF SCHEDULES	7
SECTION 6:	ONE-TIME BENEFIT ALLOWANCE	8
	(a) MISCELLANEOUS EMPLOYEES	8
	(b) POLICE EMPLOYEES IN GROUP 2	8
SECTION 7:	PERS CONTRIBUTIONS	9
SECTION 8:	AUTO INSURANCE PROGRAM	9
SECTION 9:	LIFE, HEALTH AND DENTAL BENEFITS	9
	(a) Life, Health and Dental Benefits	9
	(b) PERS Long-Term Health Care Benefit	10
SECTION 10:	LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED ON OR BEFORE JUNE 30, 1994	10
	(a) Five (5) Years of Service	10
	(b) Ten (10) Years of Service	11
	(c) Fifteen (15) Years of Service	11
	(d) Twenty (20) Years of Service	11
	(e) Thirty (30) Years of Service - Firemen	11
	(f) Thirty (30) Years of Service - Department Heads	12
	(g) Twenty-Five (25) Years of Service - City Administrator	12
	(h) Compensation Not Cumulative	12

(i)

TABLE OF CONTENTS - CONTINUED

	<u>PAGE</u>
SECTION 11: LONGEVITY PROGRAM FOR EMPLOYEES	13
(a) Miscellaneous and Fire Employees Employed on or After July 1, 1994 - Seven (7) Years of Service.	13
(b) Police Employees in Group 2 Employed on or After July 1, 1995 - Seven (7) Years of Service	13
SECTION 12: PERFECT ATTENDANCE	13
(a) Ten (10) Consecutive Years	14
(b) Eleven (11) Consecutive Years	14
(c) Twelve (12) Consecutive Years	14
(d) Thirteen (13) Consecutive Years	14
(e) Fourteen (14) Consecutive Years and Thereafter	15
(f) Bereavement Leave	15
SECTION 13: VACATION AND HOLIDAY POLICIES - AMENDMENT OF RESOLUTION NO. 5645	15
(a) Amendment to Resolution No. 5645	15
(b) Vacation and Holiday Policies	17
(c) Entitlement to One Additional In Lieu Holiday - Police Department Employees in Group 2	17
SECTION 14: DRESS AND GROOMING POLICY	17
SECTION 15: 40 HOUR WORK WEEK	18
SECTION 16: FOUR DAY WORK WEEK	18
(a) City Administrator Authority	18
(b) Workday Hours	18
(c) Vacation Benefits	18
(d) Closure on Holidays	19
(e) Holidays Falling on Friday, Saturday or Sunday	19
(f) Overtime	19
SECTION 17: COMPUTATION OF PAY	19
(a) Hourly employees	20
(b) 24-Hour Shift Fire Department Employees	20

(ii)

TABLE OF CONTENTS - CONTINUED

	<u>PAGE</u>
(c) City Attorney, City Administrator/City Clerk, and the Members of the City Council	20
(d) Leave Without Pay	20
(e) Exception to Leave Without Pay	21
SECTION 18: AUTOMOBILE ALLOWANCES	21
(a) Exceptions to Allowance	21
(b) Personal Vehicle Allowance	21
(c) Mileage Reimbursement	22
SECTION 19: CITY COUNCIL POLICY STATEMENTS	22
(a) New Employees	22
(b) Promotion or Merit Increase in Grade	23
(c) Effective Date of Promotions	23
(d) No Reduction of Pay by Promotion	23
(e) General Wage and Salary Policy	23
(f) Compensatory Time For Travel	24
SECTION 20: FAIR LABOR STANDARDS ACT	24
SECTION 21: DEPARTMENT OF COMMUNITY SERVICES	24
(a) Certificate of Registration	24
(b) Personal Vehicle Allowance	25
(c) Responsibility For Upkeep of Vehicle	25
(d) Additional Hours Worked	25
SECTION 22: WATER DEPARTMENT WITHIN THE COMMUNITY SERVICES DEPARTMENT	25
(a) Certificate of Registration	25
(b) Personal Vehicle Allowance	26
(c) Responsibility for Upkeep of Vehicle	26
(d) Additional Hours Worked	26
(e) Dispatchers	26
(f) Compensation of Certain Positions - Department of Community Services	27

TABLE OF CONTENTS - CONTINUED

		<u>PAGE</u>
SECTION 23:	LIGHT AND POWER DEPARTMENT	27
	(a) Compensation of Certain Positions - City	
	Administrator/City Clerk Department	27
	(1) CHIEF EXECUTIVE OFFICER	27
	(2) ACCOUNTANT	27
	(3) ACCOUNT CLERK	27
	(b) Personal Vehicle Allowance	27
	(c) Responsibility For Upkeep of Vehicle	27
	(d) Additional Hours Worked	28
	(e) Chief Diesel Operator and Diesel Operators I-V, Experimental Only	28
SECTION 24:	GAS MUNICIPAL UTILITY DEPARTMENT	28
	(a) Compensation of Certain Positions - City	
	Administrator/City Clerk Department	28
	(1) CHIEF EXECUTIVE OFFICER	29
	(2) ACCOUNTANT	29
	(3) ACCOUNT CLERK	29
	(b) Compensation of Certain Positions - Light and Power Department	29
	(1) ACTING MANAGER	29
	(2) ACTING PLANNER	29
	(3) ACTING PROJECT ENGINEER	29
SECTION 25:	FIRE DEPARTMENT	30
	(a) Fire Science Certificate	30
	(1) AA or AS Degree	30
	(b) Overtime	30
	(1) Disasters	30
	(2) Extraordinary Circumstances	30
	(c) 10-Hour Personnel-Additional Work	30
	(d) 24-Hour Shift Overtime	31
	(e) Uniform Allowance	31
	(f) Personal Vehicle Allowance	31
	(g) Merit Step	31
	(h) Haz Mat Pay	31
SECTION 26:	POLICE DEPARTMENT	32

TABLE OF CONTENTS - CONTINUED

	<u>PAGE</u>
(a) MOU	32
(b) Overtime	32
(1) Disasters	32
(2) Extraordinary Circumstances	33
(c) Court Appearances	33
(1) Court Day Defined	33
(d) Standby Status	33
(e) Payment of Incentive Compensation Peace Officers' Standard Training Certificate	33
(1) POST Intermediate Certificate	34
(2) POST Advanced Certificate	34
(3) Incentive Compensation	34
(f) Field Training Officers	34
(g) Personal Vehicle Allowance	35
(h) Personal Vehicle Use and Maintenance	35
(i) Uniform Allowance	35
(j) Merit Steps	35
(k) Anniversary Date	35
(l) Detective Assignment	36
(m) Patrol Personnel	36
(n) Experimental 4/10 Plan	37
(o) Tuition Reimbursement	37
 SECTION 27: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT	 37
(a) Personal Vehicle Allowance	37
(b) Personal Vehicle Use and Maintenance	38
(c) Additional Work Compensation	38
(d) City Administrator/City Clerk Vehicle and Expenses	38
(e) City Administrator/City Clerk Benefits	38
(1) Medical and Dental Expenses	38
(2) Employee Activity Expense Reimbursement	39
(3) Executive Leave	39
(4) ICMA Retirement	39
(5) IRA Account	39
(6) Unused Vacation/Executive Leave	39

(v)

TABLE OF CONTENTS - CONTINUED

	<u>PAGE</u>
(7) Vacation	40
(8) Membership in Country Club	40
(9) Automobile Insurance	40
(10) Limousine Service	40
(11) Hours of Work	40
(12) League of California Cities and/or California Contract Cities Association's Educational Tour	40
(13) Life Insurance	40
(f) City Attorney Compensation	40
 SECTION 28: CITY COUNCIL DEPARTMENT	 41
(a) Compensation	41
(1) Expense Reimbursement	41
(2) Attendance Allowance	41
 SECTION 29: Repeal of Certain Resolutions	 43
 SECTION 30: Certification of Passage	 43
 SCHEDULE I.	 A - 1

RESOLUTION NO. 6811

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1996, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 6651 was adopted on June 27, 1995, as amended by Resolution Nos. 6670, 6671, 6696, 6704, 6715, 6760 and 6792 adopted on August 15, 1995, September 5, 1995, October 17, 1995, November 7, 1995, November 21, 1995, March 5, 1996 and May 21, 1996, respectively, fixed the compensation for certain employees of the City of Vernon and authorized certain expense allowances as of July 1, 1995; 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, 1996; 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

1 Resolution Nos. 5120, adopted on June 29, 1984, and 6258, adopted
2 on October 5, 1993, provided that the City shall pay the
3 employees' total contribution to PERS; and

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

6 WHEREAS, all employees of the City of Vernon serve at the
7 will and pleasure of the City Council; and

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

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

15 WHEREAS, the City Council of the City of Vernon wishes to
16 reaffirm its intent concerning said section that all such matters
17 of discharge, suspension or discipline reside in the sole
18 discretion of the City Council; and

19 WHEREAS, the City Council of the City of Vernon has
20 previously authorized the establishment of a contract method of
21 employment with various employees in the City wherein said
22 contracts provide that said employees serve at the will and
23 pleasure of the City Council in addition to other provisions; and

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

26 WHEREAS, Resolution No. 5645 was adopted by the City
27 Council of the City of Vernon on October 17, 1989, as amended on
28 June 30, 1992 by Resolution No. 6124, establishing the vacation

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. 6687 adopted
28 on September 19, 1995, adopted a discretionary educational

1 assistance program; and

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

12 WHEREAS, the City Council by Resolution No. 6656 adopted
13 on July 11, 1995, approved a Third Side-Letter Agreement between
14 the MERR and the VPOBA (Employee Group 2) providing for increases
15 in detective pay, uniform allowances and Field Training Officer
16 pay; as well as establishing an "in lieu" holiday, tuition
17 reimbursement and modified longevity program; and

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

22 WHEREAS, the City Council by Resolution No. 6232 adopted
23 on April 6, 1993, adopted a policy to prevent sexual harassment;
24 and

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

28 WHEREAS, the City Council has established medical

1 benefits for employees of the City of Vernon as provided by
2 Resolution No. 6613 adopted by the City Council of the City of
3 Vernon on April 18, 1995; and

4 WHEREAS, the City Council by Resolution No. 6810 adopted
5 on June 27, 1996, approved the payment of insurance premiums for
6 life, health and dental benefits as such benefits are in effect as
7 of June 30, 1996, for all full-time regular employees only and
8 their dependents as follows: (1) all miscellaneous employees; (2)
9 all Fire Department employees; (3) all sworn police officers who
10 are not represented by the Vernon Police Officers' Benefit
11 Association, and the following officers of the City: the City
12 Administrator and City Councilmen; and

13 WHEREAS, the City Council intends to provide a PERS long-
14 term health care benefit with comprehensive lifetime inflation
15 protection for the City Councilmembers, the City Administrator,
16 and their spouses and that said benefit shall be provided at no
17 cost to them and be in conjunction with their PERS membership; and

18 WHEREAS, the City Council by Resolution No. 6812 adopted
19 on June 27, 1996, approved the continued payment of health
20 insurance premiums for certain categories of retired employees
21 during the 1996-1997 fiscal year; and

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

25 WHEREAS, the City Council by Resolution No. 6696 adopted
26 on October 17, 1995, adopted a family and medical leave policy;
27 and

28 WHEREAS, the City Council by Resolution No. 6732 adopted

1 on January 23, 1996, adopted a drug and alcohol testing policy for
2 employees subject to Department of Transportation testing
3 regulations; and

4 WHEREAS, the City Council by Resolution No. 6625 adopted
5 on May 16, 1995, an Education/Enforcement Program for Smoke-Free
6 Workplace pertaining to businesses in the City of Vernon.

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 all employees in
16 conformance with its long standing view and policy that all
17 employees of the City of Vernon serve at the will and pleasure of
18 the City 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 and executed by the City Administrator as a condition preceding
28

1 the said employee's employment or promotion.

2 SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.

3
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, 1996, 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 and the uniform allowances are set forth in Schedule IV and the
28

1 compensation for court appearances and standby status are set
2 forth in Schedule V. Salary schedules are hereby established for
3 the following departments, as 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 V are attached to this resolution as
13 Exhibit "A" through "E", respectively, and incorporated herein by
14 this reference as though fully set forth at length.

15 SECTION 6: ONE-TIME BENEFIT ALLOWANCE.

16 (a) MISCELLANEOUS EMPLOYEES.

17 All miscellaneous employees, Fire Department employees,
18 sworn police officers who are not represented by the Vernon Police
19 Officers' Benefit Association, and City Councilmen, who are on the
20 active payroll of the City, excluding, however, all temporary
21 employees, shall be paid a one (1) time payment on July 1, 1996,
22 of \$1,200 as a benefit allowance.
23

24 (b) POLICE EMPLOYEES IN GROUP 2.

25 All police employees in group 2, who are represented by
26 the Vernon Police Officers' Benefit Association, who are on the
27 active payroll of the City, shall be paid a one (1) time payment
28 on September 1, 1996, of \$1,200 as a benefit allowance.

1 SECTION 7: PERS CONTRIBUTIONS.

2
3 The City shall continue to make payments to PERS to
4 satisfy all employee's obligation to make contributions to PERS
5 for retirement benefits, which includes Police Sergeants and
6 Police Officers in the Police Department. Payments made by City
7 on behalf of said employees shall be credited to said employee's
8 account with PERS.

9 SECTION 8: AUTO INSURANCE PROGRAM.

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

17 SECTION 9: LIFE, HEALTH AND DENTAL BENEFITS.

18 (a) Life, Health and Dental Benefits.

19
20 The City Council by Resolution No. 6810 adopted on
21 June 27, 1996, approved the payment of insurance premiums for
22 life, health and dental benefits as such benefits are in effect as
23 of June 30, 1996, for all full-time regular employees only and
24 their dependents as follows: (1) all miscellaneous employees; (2)
25 all Fire Department employees; (3) all sworn police officers who
26 are not represented by the Vernon Police Officers' Benefit
27 Association, and the following officers of the City: City
28 Administrator and City Councilmen.

1 (b) PERS Long-Term Health Care Benefit.

2 The City shall provide a PERS long-term health care
3 benefit with comprehensive lifetime inflation protection for the
4 City Councilmembers, the City Administrator, and their spouses at
5 no cost to them and said benefit shall be in conjunction with
6 their PERS membership.

7 SECTION 10: LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED
8 ON OR BEFORE JUNE 30, 1994.

9 The City has established a longevity program for all
10 employees. The longevity program described in Section 10 herein
11 will apply to all employees, except police employees in Group 2,
12 employed on or before June 30, 1994. Said longevity program will
13 also apply to such police employees in Group 2 employed on or
14 before June 30, 1995. Thereafter, all employees, except police
15 employees in Group 2, employed on or after July 1, 1994, and,
16 police employees in Group 2 employed on or after July 1, 1995,
17 shall only be entitled to longevity benefits provided for in
18 Section 11.

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

20 All eligible employees who have five (5) years of
21 consecutive uninterrupted service on or before July 1, 1986, shall
22 receive an additional five percent (5%) per month of their base
23 salary effective July 1, 1986, and every year thereafter until
24 reaching the next step. Employees upon reaching their 5th
25 anniversary date after July 1, 1986, shall be entitled to said
26 five percent (5%) per month upon said anniversary date.

27 ///

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

2
3 All eligible employees who have ten (10) years of
4 consecutive uninterrupted service on or before July 1, 1987, shall
5 receive an additional ten percent (10%) per month of their base
6 salary effective July 1, 1987, and every year thereafter until
7 reaching the next step. Employees upon reaching their 10th
8 anniversary date after July 1, 1987, shall be entitled to said ten
9 percent (10%) per month upon said anniversary date.

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

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

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

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

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

27 All eligible firemen who have been appointed to the
28

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

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

9
10 All eligible department heads who have thirty (30) years
11 of consecutive uninterrupted service on or before July 1, 1991,
12 shall receive an additional twenty-five percent (25%) of their
13 base salary per month effective July 1, 1991, and every year
14 thereafter. Department Heads upon reaching their 30th anniversary
15 date after July 1, 1991, shall be entitled to said twenty-five
16 percent (25%) per month upon said anniversary date.

17 (g) Twenty-Five (25) Years of Service - City Administrator.

18 The City Administrator shall be eligible upon reaching
19 twenty-five (25) years of consecutive uninterrupted service after
20 October 15, 1995, to receive an additional twenty-five percent
21 (25%) of his base salary per month upon reaching his 25th
22 anniversary date and shall be entitled to said twenty-five percent
23 (25%) per month upon said anniversary date and every year
24 thereafter.

25 (h) Compensation Not Cumulative.

26 Payment of the aforesaid longevity compensation shall not
27 be cumulative and only the highest applicable longevity pay shall
28

1 be paid.

2 **SECTION 11: LONGEVITY PROGRAM FOR EMPLOYEES.**

3
4 (a) Miscellaneous and Fire Employees Employed on or
5 After July 1, 1994 - Seven (7) Years of Service.

6 All eligible employees who are employed on or after
7 July 1, 1994, who attain seven (7) years of consecutive
8 uninterrupted service shall receive an additional five percent
9 (5%) per month of their base salary. Such employees upon reaching
10 their 7th anniversary date shall be entitled to receive said five
11 percent (5%) per month upon said anniversary date. Further, such
12 employees will not be entitled to receive any additional
13 percentage increase to their base salary for further service.
14 This subsection shall only apply to employees hired on or after
15 July 1, 1994.

16 (b) Police Employees in Group 2 Employed on or After July
17 1, 1995 - Seven (7) Years of Service.

18 All employees classified in Group 2 who are employed on
19 or after July 1, 1995, who attain seven (7) years of consecutive
20 uninterrupted service shall receive an additional five percent
21 (5%) per month of their base salary. Such employees upon reaching
22 their 7th anniversary date shall be entitled to receive said five
23 percent (5%) per month upon said anniversary date. Further, such
24 employees will not be entitled to receive any additional
25 percentage increase to their base salary for further service.
26 This subsection shall only apply to all employees hired on or
27 after July 1, 1995.

28 ///

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

11 (b) Eleven (11) Consecutive Years.

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

17 (c) Twelve (12) Consecutive Years.

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

23 (d) Thirteen (13) Consecutive Years.

24 All such employees who have thirteen (13) consecutive
25 years of perfect attendance shall receive four (4) days off with
26 pay. Said days off are not to be carried over and must be taken
27
28

1 within twelve (12) months from the date the thirteen (13)
2 consecutive years have been reached.

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

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

13 (f) Bereavement Leave.

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

17 SECTION 13: VACATION AND HOLIDAY POLICIES - AMENDMENT
18 OF RESOLUTION NO. 5645.

19 (a) Amendment to Resolution No. 5645.

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

22 "No vacation or other benefits provided for
23 herein for any employee of the City of Vernon
24 shall be accumulated from calendar year to
25 calendar year, or from anniversary date to
26 anniversary date, whichever is applicable, nor
27 shall the same be compensated for if not
28 utilized during said year, except for

1 miscellaneous employees and sworn safety
2 personnel in the fire department as provided
3 hereunder.

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

11 Sworn safety personnel in the Fire Department working
12 24 hour rotating shifts shall be allowed to carryover a
13 maximum of two (2) shifts per calendar year. If more
14 than two (2) shifts are available at the end of the
15 calendar year, the employee will not be compensated for
16 the shifts/hours exceeding the two (2) shift maximum
17 carryover.

18 Further, that all full-time employees of the
19 City of Vernon, except Police Department
20 classification represented by the Vernon Police
21 Officers' Benefit Association, shall earn and
22 utilize their vacation benefits as provided for
23 herein on an anniversary-date basis during the
24 first five (5) years, effective as of July 1,
25 1989. Beginning in the sixth (6th) year, the
26 vacation benefits shall be earned and used on a
27 calendar-year basis. Vacation benefits shall be
28 prorated during the year of transition between

1 the fifth (5th) year and the sixth (6th) year."

2 (b) Vacation and Holiday Policies.

3
4 Vacation and holiday policies for employees of the City
5 of Vernon are established and recited in Resolution No. 5645, as
6 amended by Resolution No. 6124 and as amended herein. However,
7 employees who are absent from their positions during the
8 applicable work day preceding or following a scheduled holiday
9 shall not receive pay for said holiday, unless such absence is
10 approved vacation or compensatory time.

11 (c) Entitlement to One Additional In Lieu Holiday - Police
12 Department Employees in Group 2.

13 Employees in the classification represented by the Police
14 Association in Group 2 shall receive during the applicable fiscal
15 years, effective July 1, 1995, and expiring on August 31, 2001,
16 one additional "in lieu" holiday if the City Council, during each
17 such fiscal year, provides an additional holiday to
18 miscellaneous/general employees in addition to those holidays
19 provided for in Resolution No. 5645, Vacation and Holidays.

20 Further, pursuant to Section 5 of the Side-Letter
21 Agreement and Section 9 of the Second Side-Letter Agreement, the
22 additional "in lieu" holiday will be converted to ten (10) hours
23 of additional "in lieu" holiday hours for a new total of ninety
24 (90) hours for the applicable fiscal year.

25 SECTION 14: DRESS AND GROOMING POLICY.

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

28 ///

1 SECTION 15: 40 HOUR WORK WEEK.

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

10 SECTION 16: FOUR DAY WORK WEEK.

11 The City Council hereby continues the four (4) day work
12 week for approved employees which was established on October 29,
13 1979, by Resolution No. 4677 adopted on October 16, 1979, in
14 accordance with the following requirements:

15 (a) City Administrator Authority.

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

19 (b) Workday Hours.

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

25 (c) Vacation Benefits.

26 The vacation benefits for all employees working in said
27 four (4) day work week program are provided in Resolution No.
28

1 5645, as amended by Resolution No. 6124 and Section 11 of this
2 Resolution.

3 (d) Closure on Holidays.

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

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

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

16 (f) Overtime.

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

20 SECTION 17: COMPUTATION OF PAY.

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

1 purpose of computing pay.

2 (a) Hourly employees.

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

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

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

26 (d) Leave Without Pay.

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

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

11 Whenever a Department Head certifies for pay an employee
12 who has been absent, he shall submit to the City Administrator/
13 City Clerk an employee signed absence form showing the reason for
14 such absence, length of service with the City, and total number of
15 hours absent. The approval of pay for employees for absent time
16 shall remain in the sole discretion of the City Council.

17 SECTION 18: AUTOMOBILE ALLOWANCES.

18 (a) Exceptions to Allowance.

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

24 (b) Personal Vehicle Allowance.

25
26 Employees who, with Department Head approval, use their
27 personal automobile during the performance of their assigned
28 duties shall be compensated with an automobile allowance as

1 provided for herein. In the event that the automobile allowance
2 for a particular month provides less than twenty-five cents (25¢)
3 a mile reimbursement or, if no automobile allowance is provided,
4 then the employee shall receive a sum equal to twenty-five cents
5 (25¢) a mile for reimbursement for use of his personal automobile
6 and said sum shall be based upon actual miles traveled by said
7 automobile.

8 (c) Mileage Reimbursement.

9
10 Whenever a Department Head certifies for reimbursement on
11 the basis of mileage, he shall submit to the City Administrator/
12 City Clerk a statement of the reason for paying such employee such
13 mileage reimbursement.

14 SECTION 19: CITY COUNCIL POLICY STATEMENTS.

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

19 (a) New Employees.

20 New employees shall start at the bottom step in the
21 salary range for their respective positions unless it is
22 determined that qualified applicants are not available at the
23 salary specified for the first step or grade, or that a specific
24 applicant has special qualifications justifying a higher starting
25 rate beyond the first step or grade. New employees starting at
26 the beginning step or grade may be advanced to the second step or
27 grade of their salary range and said advancement shall be
28

1 effective on the first day of the biweekly pay period next
2 following the satisfactory completion of their probationary
3 employment, which is hereby fixed at twelve (12) months;

4 (b) Promotion or Merit Increase in Grade.

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

13 (c) Effective Date of Promotions.

14 Promotions to the next step or grade, if granted, of the
15 employee's respective salary range shall be effective not earlier
16 than the first day of the biweekly pay period next following the
17 completion of satisfactory service and the authorization of said
18 promotion;

19 (d) No Reduction of Pay by Promotion.

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

24 (e) General Wage and Salary Policy.

25 This resolution expresses the general wage and salary
26 policy of the City of Vernon, and in conjunction with the
27
28

1 accompanying working conditions for the employees of the City of
2 Vernon now existing, it is deemed to be fair and adequate. It is
3 not anticipated that adjustments in said salary scales will be
4 necessary, except as to cases involving additional
5 responsibilities, exceptional merits, or other special
6 circumstances;

7 (f) Compensatory Time For Travel.

8 Compensatory time or pay will not be granted for
9 voluntary travel to attend business meetings, conferences,
10 seminars and/or training sessions which are not required by the
11 City that extend beyond regular business hours of employees.
12

13 SECTION 20: FAIR LABOR STANDARDS ACT.

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

24 SECTION 21: DEPARTMENT OF COMMUNITY SERVICES:

25 (a) Certificate of Registration.

26 Each employee serving as a Civil Engineer must possess a
27 valid Certificate of Registration as a Civil Engineer, which
28

1 document is issued by the California State Board for Civil and
2 Professional Engineers.

3 (b) Personal Vehicle Allowance.

4 In addition to said salaries as set forth in Schedule II,
5 Exhibit "B", 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 (c) Responsibility For Upkeep of Vehicle.

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

14 (d) Additional Hours Worked.

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

20 SECTION 22: WATER DEPARTMENT WITHIN THE COMMUNITY
21 SERVICES DEPARTMENT:

22 (a) Certificate of Registration.

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

1 (b) Personal Vehicle Allowance.

2
3 In addition to said salaries as set forth in Schedule II,
4 Exhibit "B", certain individuals serving in specified
5 classifications shall receive, when using their own motor vehicle
6 in the service of the City, an additional sum per month as
7 provided for in Schedule III.

8 (c) Responsibility for Upkeep of Vehicle.

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

13 (d) Additional Hours Worked.

14 All employees in the Water Department, except the
15 Director of Community Services and those in supervisory positions,
16 required to work hours in addition to their regular forty (40)
17 hour work week (excluding any time off during such week) shall be
18 compensated for such additional hours worked.

19 (e) Dispatchers.

20
21 The Chief Water and Power Dispatcher, Senior Water and
22 Power Dispatcher and Water and Power Dispatchers I and II shall
23 serve as Dispatchers in the Water Department and the compensation
24 for said positions is included in the compensation established for
25 the positions in the Light and Power Department, Schedule II,
26 Exhibit "B".

27 ///

28 ///

(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 23: 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;

(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.

1 (c) Responsibility For Upkeep of Vehicle.

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

7 (d) Additional Hours Worked.

8 All employees in the Light and Power Department, except
9 the Director of Light and Power, Field Operations Manager,
10 Electrical Engineering Manager, Resource Planning Manager, Power
11 Plant Superintendent, Power Engineer and Chief Water and Power
12 Dispatcher, required to work hours in addition to their regular
13 forty (40) hour work week (excluding any time off during such
14 week) shall be compensated for such additional hours worked.

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

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

23 SECTION 24: GAS MUNICIPAL UTILITY DEPARTMENT:

24 (a) Compensation of Certain Positions - City
25 Administrator/City Clerk Department.

26 The compensation for the following positions are included
27 in the compensation established for said position in the City
28

1 Administrator/ City Clerk Department, Schedule II, Exhibit "B":

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

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

8 (3) ACCOUNT CLERK--the Account Clerk in the City
9 Administrator/City Clerk Department shall also serve as the
10 Account Clerk in the Gas Municipal Utility Department.

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

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

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

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

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

25 ///

26 ///

27 ///

1 SECTION 25: FIRE DEPARTMENT:

2
3 (a) Fire Science Certificate.

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

8 (1) AA or AS Degree.

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

14 (b) Overtime.

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

19
20 (1) Disasters.

21 Disasters such as major fires, civil disturbances, and
22 other emergency situations;

23 (2) Extraordinary Circumstances.

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

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

27 Eligible 10-hour Fire Department personnel shall be paid
28

1 for such additional work at their assigned hourly rate.

2 (d) 24-Hour Shift Overtime.

3 For computation of overtime worked, eligible 24-hour
4 (shift) personnel shall be paid at their assigned hourly rate
5 which has been computed upon 2,912 hours per year.
6

7 (e) Uniform Allowance.

8 Vernon shall provide a uniform allowance as specified in
9 Schedule IV for the 1996-1997 fiscal year of Vernon, for the
10 purchase of Uniforms and related equipment.

11 (f) Personal Vehicle Allowance.

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

17 (g) Merit Step.

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

27 (h) Haz Mat Pay.

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

1 Exhibit "B", each Haz Mat team member (33 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 science certificate incentives or AA or
5 AS degree incentives.

6 SECTION 26: 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, and the Third
17 Side Letter agreement approved by the City Council of the City of
18 Vernon on July 11, 1995, pursuant to Resolution No. 6656 are
19 referenced herein as though fully set forth at length.

20 (b) Overtime.

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

25 (1) Disasters.

26 Disasters such as major fires, civil disturbances, and
27 other emergency situations;
28

1 (2) Extraordinary Circumstances.

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

4 (c) Court Appearances.

5 Employees in the classifications represented by the
6 Police Association in Group 2 shall be compensated for court
7 appearances in the line of duty outside regular scheduled duty
8 hours as specified in Schedule V, Exhibit "E."

9 (1) Court Day Defined.

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

16 (d) Standby Status.

17 In addition, Police Sergeants and Police Officers shall
18 be compensated for standby status as specified in Schedule V,
19 Exhibit "E."

20 (e) Payment of Incentive Compensation Peace Officers'
21 Standard Training Certificate

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

26 ///

1 (1) POST Intermediate Certificate.

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

6 (2) POST Advanced Certificate.

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

10 (3) Incentive Compensation.

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

17 (f) Field Training Officers.

18
19 Police officers assigned by the Chief of Police, or his
20 designee, as Field Training Officers shall receive a differential
21 of five percent (5%) of their base salary for the period so
22 assigned. Each officer assigned as a Field Training Officer shall
23 complete a P.O.S.T. approved Field Training Officer School prior
24 to assignment. The number of field training officers,
25 qualifications, and training for such assignment shall be
26 determined by the Chief of Police. Such assignment shall be
27 revoked at any time without recourse to the disciplinary
28 procedure.

1 (g) Personal Vehicle Allowance.

2
3 In addition to said salaries as set forth in Schedule II,
4 Exhibit "B", certain individuals serving in specified
5 classifications shall receive, when using their own motor vehicle
6 in the service of the City, an additional sum per month as
7 provided for in Schedule III.

8 (h) Personal Vehicle Use and Maintenance.

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

15 (i) Uniform Allowance.

16 Vernon shall provide a uniform allowance as specified in
17 Schedule IV for the 1996-1997 fiscal year of Vernon, for the
18 purchase of Uniform and related equipment.

19 (j) Merit Steps.

20
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.

26 (k) Anniversary Date.

27 Notwithstanding the above provisions, any person employed
28 in a position of Police Officer, Step 6, shall be appointed to

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

9 (1) Detective Assignment.

10 In the event a Police Officer or a Detective Sergeant is
11 assigned to the detective division, he/she shall receive premium
12 pay equal to One Hundred Seventy-Five Dollars (\$175.00) per month
13 and the premium pay shall not be considered to be part of the
14 employee's base monthly salary when computing peace officers
15 standards and training certificate incentives. However, only one
16 (1) Detective Sergeant, whose duties are to investigate criminal
17 activity, shall be eligible for said One Hundred Seventy-Five
18 Dollars (\$175.00) premium pay.

19 (m) Patrol Personnel.

20 Patrol personnel shall work a ten (10) hour shift. The
21 first one-half hour shall be used for briefing and training
22 purposes. Lunch time equal to one-half hour (Code 7) shall be
23 part of the shift and is only compensable if actually interrupted
24 for purposes of an emergency service call or not allowed. If Code
25 7 is interrupted for an emergency service call or Code 7 is not
26 allowed, the officer will be compensated for one-half hour
27 straight time or be granted one-half hour Code 7 time at a later
28

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

5 (n) Experimental 4/10 Plan.

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

13 (o) Tuition Reimbursement.

14 All employees in the classification represented by the
15 Police Association in Group 2 shall be entitled to receive at the
16 City Council's sole discretion the same benefit under the
17 educational assistance program as is provided for miscellaneous
18 city employees. The receipt by one employee of such reimbursement
19 is not to be considered a precedent and shall not require the
20 approval by the City Council of a different employee's request for
21 similar reimbursement.

22 SECTION 27: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

23 (a) Personal Vehicle Allowance.

24 In addition to said salaries as set forth in Schedule II,
25 Exhibit "B", certain individuals serving in specified
26 classifications shall receive, when using their own motor vehicle
27 in the service of the City, an additional sum per month as
28

1 provided for in Schedule III.

2 (b) Personal Vehicle Use and Maintenance.

3
4 The City shall not be responsible for repairs or any
5 additional costs for upkeep, fuel, lubrication, replacement in
6 whole or in part, or other expenses in connection with any such
7 vehicle beyond the respective amounts set forth in Schedule III.

8 (c) Additional Work Compensation.

9 All personnel in the City Administrator/City Clerk
10 Departments, except the City Administrator/City Clerk, the
11 Director of Environmental Health, and those in supervisory
12 positions required to work hours in addition to their regular
13 forty (40) hour work week (excluding any time off during such work
14 week) shall be compensated for such additional hours worked.

15 (d) City Administrator/City Clerk Vehicle
16 and Expenses.

17 The City Administrator/City Clerk shall be provided a
18 vehicle and the City shall pay all expenses of said operation
19 including cost of upkeep, fuel, lubrication, insurance, and other
20 reasonable expenses, in addition to his salary provided for in
21 Schedule II, Exhibit "B".

22 (e) City Administrator/City Clerk Benefits.

23 In addition to the salary provided for in Schedule II,
24 Exhibit "B", and the benefits provided for herein, the City
25 Administrator/City Clerk shall be provided the following:

26 (1) Medical and Dental Expenses.

27 One hundred percent (100%) of all medical and dental
28

1 expenses to be paid by the City after insurance has paid;

2 (2) Employee Activity Expense Reimbursement.

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

5 (3) Executive Leave.

6
7 Twenty-two (22) days of executive leave effective
8 July 1, 1996;

9 (4) ICMA Retirement.

10 The City shall make a direct payment of \$7,500.00 on
11 January 1 of 1997 to the ICMA Retirement Corporation as deferred
12 compensation, all of said amount shall be credited to his
13 individual account;

14 (5) IRA Account.

15 The City, who opened an IRA account and deposited the sum
16 of \$2,000.00 effective January 1, 1986, shall deposit the sum of
17 \$2,000.00 effective January 1, 1997, and said \$2,000.00 shall be
18 deposited each and every year thereafter on or about January 1 for
19 as long as employee is employed by the City;

20 (6) Unused Vacation/Executive Leave.

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

27 ///

28 ///

1 (7) Vacation.

2 Six (6) additional vacation days in addition to the
3 vacation benefits provided for pursuant to Resolution No. 5645.
4

5 (8) Membership in Country Club.

6 The City shall continue to maintain membership in the
7 Candlewood Country Club for him;

8 (9) Automobile Insurance.

9 The City shall pick up his portion of the automobile
10 insurance;

11 (10) Limousine Service.

12 Continued use of limousine service for personal and
13 business use as needed;
14

15 (11) Hours of Work.

16 The hours of work to be as necessary;

17 (12) League of California Cities and/or California
18 Contract Cities Association's Educational Tour.

19 The City shall pay time and expense allowance for
20 attendance at the annual League of California Cities and/or the
21 California Contract Cities Association's educational tour each
22 year; and

23 (13) Life Insurance.

24 The City shall pay the cost of a life insurance policy to
25 equal the sum of \$500,000.00.

26 (f) City Attorney Compensation.

27 The City Council hereby establishes compensation for the
28

1 City Attorney which is set forth in Schedule II, Exhibit "B".

2 SECTION 28: CITY COUNCIL DEPARTMENT:

3 (a) Compensation.

4
5 In accordance with Article III, Section 11 of the Charter
6 of the City of Vernon, the City Council hereby establishes the
7 following compensation for councilmembers set forth in Schedule
8 II, Exhibit "B":

9 (1) Expense Reimbursement.

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

14 (2) Attendance Allowance.

15 (a) To each councilmember a per meeting
16 attendance allowance for the following meetings when the
17 Councilmember devotes two (2) hours or less, including travel time
18 for said meetings, shall be paid as follows:

<u>Name of Committees, Commissions, Boards</u>	<u>Amount Per Meeting</u>
Personnel Committee	\$ 50.00
Finance Committee	\$100.00
Police/Fire Commission	\$ 50.00
Redevelopment Agency - not to exceed 4 meetings per month	\$ 30.00
Industrial Development Authority	\$ 50.00
Southeast Community Development Corporation	\$100.00
East Los Angeles College Community Task Force Cities	\$100.00

1	Southeast Water Coalition	\$100.00
2	Alternate	
3	Board Meetings of Water	\$100.00
4	Replenishment District of	
	Southern California	
5	Committee Meetings of Water	\$100.00
6	Replenishment District of	
	Southern California	
7	Board Meetings of Central Basin	\$100.00
8	Municipal Water District	
9	Committee Meetings of Central	\$100.00
10	Basin Municipal Water District	
11	Southeast Cities Traffic	\$100.00
12	Improvement Authority -	
13	(Slauson Avenue/710 Freeway	
14	Interchange Project) Director	
15	and Alternate	
16	Alameda Corridor Transportation	\$100.00
17	Authority Alternate	
18	Committee Meetings of the	\$100.00
19	Alameda Corridor Transportation	
20	Authority	
21	Southeast Cities Transportation	\$100.00
22	Authority Director	
23	Southeast Cities Transportation	\$100.00
24	Authority Alternate Director	
25	Committee Meetings of the	\$100.00
26	Southeast Cities Transportation	
27	Authority	
28	(b) To each councilmember a per meeting	
	attendance allowance for all other miscellaneous meetings or	
	negotiations, authorized by the City Council or Redevelopment	
	Agency, and any meetings referred to above where the Councilmember	
	devotes a period of time which exceeds two (2) hours, including	
	travel time for said meetings, shall be paid as follows:	
	For meetings exceeding two (2) hours but not	
	exceeding one-half ($\frac{1}{2}$) day [(4) four hours]	\$ 250.00
	For meetings which exceed one-half ($\frac{1}{2}$) day	\$ 500.00

1 (c) A Councilmember shall only be entitled
2 to the attendance allowance for a meeting pursuant to either (a)
3 or (b) and shall not receive an allowance under (a) and (b) for
4 the same meeting.

5 SECTION 29: Repeal of Certain Resolutions.

6 All resolutions, or parts of resolutions not consistent
7 with or in conflict with this resolution, specifically Resolution
8 Nos. 6651, 6670, 6671, 6696, 6704, 6715, 6760 and 6792 are hereby
9 repealed.

10 SECTION 30: Certification of Passage.

11 The City Clerk of the City of Vernon shall certify to the
12 passage of this resolution and thereupon and thereafter the same
13 shall be in full force and effect.

14 APPROVED AND ADOPTED this 27th day of June, 1996.

15
16 
LEONIS C. MALBURG, Mayor

17 ATTEST:

18 
19 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. 6811, 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 Thursday, June 27, 1996, and thereafter was duly
9 signed by the Mayor of the City of Vernon.

10 

BRUCE V. MALKENHORST, City Clerk

11 (SEAL)
12
13
14
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27
28

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"

A - 1

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 "B". 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**

0.0

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

0.0

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**

0.0

	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
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
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

0.0

**COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE**

MONTHLY SALARY

ENGINEERING ASSOCIATE - 2120

STEP 1	\$6,725.00
2	\$6,374.00
3	\$8,042.00
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

0.0

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

0.0

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	\$5,382.00
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 ENERGY BUSINESS DEVELOPMENT COORDINATOR-5310	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

0.0

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	\$4,263.00
	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

0.0

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

0.0

LIGHT & POWER DEPARTMENT SALARY SCALE

	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

0.0

	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

FIRE DEPARTMENT SALARY SCALE

0.0

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

EX. 51 - 64

COV-MALSR 00012748

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.0

MONTHLY SALARY

BATTALION CHIEF - 1120 ADMINISTRATIVE BATTALION CHIEF - 1220	STEP 1	\$6,351.00
	2	\$6,020.00
	3	\$5,706.00
	4	\$5,409.00
	5	\$5,127.00
	6	\$4,860.00
	7	\$4,607.00
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

0.0

	MONTHLY SALARY	
SECRETARY - 4360	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

0.0

POLICE DEPARTMENT SALARY SCALE

	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

0.0
0.0

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

VERNON SERVICE OFFICER - 4300

STEP 1	\$2,918.00
2	\$2,768.00
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	\$4,891.00
2	\$4,636.00
3	\$4,394.00
4	\$4,165.00
5	\$3,948.00
6	\$3,742.00

POLICE OFFICER - 3340

STEP 1	\$4,114.00
2	\$3,900.00
3	\$3,697.00
4	\$3,504.00
5	\$3,321.00
6	\$3,148.00

SCHEDULE II

0.0

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$26,228.00
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
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

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.0

	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

0.0

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

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

0.0

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

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 - 4210	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 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
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

1996-97

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 1996-97 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 1996.

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 SIX HUNDRED TWENTY-FIVE DOLLARS (\$625.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1996.

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 THREE HUNDRED FIFTY DOLLARS (\$350.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 1996.

VERNON WILL PAY TO EACH VERNON SERVICE 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 1996-97 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "D"

COURT TIME PAY

POLICE DEPARTMENT

Vernon will pay to each safety member in Group 2 according to the following schedule for court-time pay, commencing September 1, 1996:

Court Pay, effective September 1, 1996:

All Day Appearance	\$123.00
Half Day Appearance	\$69.00
Stand-by (all day)	\$43.00
Stand-by (1/2 day)	\$22.00

SCHEDULE V
Exhibit "E"