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**RESOLUTION NO. 6976**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1997, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 25, 1997

AMENDMENTS TO RESOLUTION NO. 6976				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

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**OF**  
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**RESOLUTION NO. 6976**

1  
2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
4 VERNON FIXING THE COMPENSATION FOR CERTAIN  
5 EMPLOYEES OF SAID CITY AS OF JULY 1, 1997,  
6 AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND  
7 AMENDING RESOLUTION NO. 5645 AND REPEALING ALL  
8 RESOLUTIONS IN CONFLICT THEREWITH

9 WHEREAS, Resolution No. 6611 was adopted on June 27,  
10 1996, as amended by Resolution Nos. 6862, 6887, 6897, and 6925  
11 adopted on October 1, 1996, December 3, 1996, December 17, 1996,  
12 and March 25, 1997, respectively, fixed the compensation for  
13 certain employees of the City of Vernon and authorized certain  
14 expense allowances as of July 1, 1996; and

15 WHEREAS, the City Council of the City of Vernon wishes to  
16 fix the compensation and other benefits for employees of the City  
17 of Vernon as indicated in their respective schedules as of July 1,  
18 1997; and

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

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

28 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, all 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 exclusive discretion  
13 of the City Council; 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 and holiday policy for City employees; and

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

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

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

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

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

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

26                   WHEREAS, the City Council by Resolution No. 6687 adopted  
27 on September 19, 1995, adopted a discretionary educational  
28 assistance program; and

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

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

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

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

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

27                   WHEREAS, the City Council has established medical  
28 benefits for employees of the City of Vernon as provided by

1 Resolution No. 6613 adopted by the City Council of the City of  
2 Vernon on April 18, 1995; and

3           WHEREAS, the City Council by Resolution No. 6979 adopted  
4 on June 25, 1997, approved the payment of insurance premiums for  
5 life, health and dental benefits as such benefits are in effect as  
6 of June 30, 1997, for all full-time regular employees only and  
7 their dependents during the 1997-1998 fiscal year as follows: (1)  
8 all miscellaneous employees; (2) all Fire Department employees;  
9 (3) all sworn police officers who are not represented by the  
10 Vernon Police Officers' Benefit Association, and the following  
11 officers of the City: the City Administrator and City Councilmen;  
12 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. 6980 adopted  
19 on June 25, 1997, approved the continued payment of health  
20 insurance premiums for certain categories of retired employees  
21 during the 1997-1998 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. 6625 adopted

1 on May 16, 1995, adopted an Education/Enforcement Program for  
2 Smoke-Free Workplace pertaining to businesses in the City of  
3 Vernon; and

4 WHEREAS, the City Council by Resolution No. 6732 adopted  
5 on January 23, 1996, adopted a drug and alcohol testing policy for  
6 employees subject to Department of Transportation testing  
7 regulations; and

8 WHEREAS, the City Council by Resolution No. 6907 adopted  
9 on January 27, 1997, adopted an electronic mail policy for the  
10 City of Vernon.

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

13 SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE  
14 CITY COUNCIL.

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

23 SECTION 2: EMPLOYMENT AGREEMENT.

24 That all employees of the City of Vernon serve at the  
25 will and pleasure of the City Council. That employees, prior to  
26 employment or prior to promotion, will be requested to sign an  
27 employment agreement establishing that their employment is at the  
28

1 will and pleasure of the City Council as a condition of being  
2 appointed to said position. The form of the employment agreement  
3 must be approved by the Personnel Committee or the City Council  
4 and executed by the City Administrator as a condition preceding  
5 the said employee's employment or promotion.

6 SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.

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

16 SECTION 4: EFFECTIVE DATE.

17 That effective July 1, 1997, there is hereby established  
18 and approved compensation and other benefits and expenses provided  
19 for herein as set forth below for employees and officers of the  
20 City of Vernon. This resolution shall not affect or alter the  
21 existing compensation of any officer or employee not specifically  
22 set forth herein.

23 SECTION 5: DESIGNATION OF SCHEDULES.

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

1 each department. In addition, expense allowances and other  
2 information where applicable for each department are set forth  
3 herein. The automobile allowances are set forth in Schedule III  
4 and the uniform allowances are set forth in Schedule IV and the  
5 compensation for court appearances and standby status are set  
6 forth in Schedule V. Salary schedules are hereby established for  
7 the following departments, as set forth in Schedule II:

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

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

19 SECTION 6: PERS CONTRIBUTIONS.

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

27 SECTION 7: AUTO INSURANCE PROGRAM.

28 The City has established an auto insurance program

1 pursuant to Resolution No. 5741 wherein the City will contribute  
2 Twenty-Five Dollars (\$25.00) per month per employee for all  
3 officers and employees who participate in said program effective  
4 May 1, 1990, except that as to police officers and sergeants, City  
5 will continue to contribute Twenty-Three Dollars and Four Cents  
6 (\$23.04) per month.

7 SECTION 8: LIFE, HEALTH AND DENTAL BENEFITS.

8  
9 (a) Life, Health and Dental Benefits.

10 The City Council by Resolution No. 6979 adopted on  
11 June 25, 1997, approved the payment of insurance premiums for  
12 life, health and dental benefits as such benefits are in effect as  
13 of June 30, 1997, for all full-time regular employees only and  
14 their dependents as follows: (1) all miscellaneous employees; (2)  
15 all Fire Department employees; (3) all sworn police officers who  
16 are not represented by the Vernon Police Officers' Benefit  
17 Association, and the following officers of the City: City  
18 Administrator and City Councilmen.

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

20 The City shall provide a PERS long-term health care  
21 benefit with comprehensive lifetime inflation protection for the  
22 City Councilmembers, the City Administrator, and their spouses at  
23 no cost to them and said benefit shall be in conjunction with  
24 their PERS membership.

25 (c) Vision Care.

26 The City shall provide a vision care benefit to employees  
27 only and not dependents. Such benefits are further described in  
28



1 City of Vernon Vision Plan GVSI-9V57.

2 **SECTION 9: LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED**  
3 **ON OR BEFORE JUNE 30, 1994.**

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

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

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

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

23 All eligible employees who have ten (10) years of  
24 consecutive uninterrupted service on or before July 1, 1987, shall  
25 receive an additional ten percent (10%) per month of their base  
26 salary effective July 1, 1987, and every year thereafter until  
27 reaching the next step. Employees upon reaching their 10th  
28

1 anniversary date after July 1, 1987, shall be entitled to said ten  
2 percent (10%) per month upon said anniversary date.

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

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

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

12 All eligible employees who have twenty (20) years of  
13 consecutive uninterrupted service on or before July 1, 1989, shall  
14 receive an additional twenty percent (20%) per month of their base  
15 salary effective July 1, 1989, and every year thereafter.  
16 Employees upon reaching their 20th anniversary date after July 1,  
17 1989, shall be entitled to said twenty percent (20%) per month  
18 upon said anniversary date.

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

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

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

3  
4 All eligible department heads who have thirty (30) years  
5 of consecutive uninterrupted service on or before July 1, 1991,  
6 shall receive an additional twenty-five percent (25%) of their  
7 base salary per month effective July 1, 1991, and every year  
8 thereafter. Department Heads upon reaching their 30th anniversary  
9 date after July 1, 1991, shall be entitled to said twenty-five  
10 percent (25%) per month upon said anniversary date.

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

12 The City Administrator shall be eligible upon reaching  
13 twenty-five (25) years of consecutive uninterrupted service after  
14 October 15, 1995, to receive an additional twenty-five percent  
15 (25%) of his base salary per month upon reaching his 25th  
16 anniversary date and shall be entitled to said twenty-five percent  
17 (25%) per month upon said anniversary date and every year  
18 thereafter.

19 (h) Compensation Not Cumulative.

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

23 SECTION 10 : LONGEVITY PROGRAM FOR EMPLOYEES.

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

26 All eligible employees who are employed on or after  
27 July 1, 1994, who attain seven (7) years of consecutive  
28

1 uninterrupted service shall receive an additional five percent  
2 (5%) per month of their base salary. Such employees upon reaching  
3 their 7th anniversary date shall be entitled to receive said five  
4 percent (5%) per month upon said anniversary date. Further, such  
5 employees will not be entitled to receive any additional  
6 percentage increase to their base salary for further service.  
7 This subsection shall only apply to employees hired on or after  
8 July 1, 1994.

9 (b) Police Employees in Group 2 Employed on or After July  
10 1, 1995 - Seven (7) Years of Service.

11 All employees classified in Group 2 who are employed on  
12 or after July 1, 1995, who attain seven (7) years of consecutive  
13 uninterrupted service shall receive an additional five percent  
14 (5%) per month of their base salary. Such employees upon reaching  
15 their 7th anniversary date shall be entitled to receive said five  
16 percent (5%) per month upon said anniversary date. Further, such  
17 employees will not be entitled to receive any additional  
18 percentage increase to their base salary for further service.  
19 This subsection shall only apply to all employees hired on or  
20 after July 1, 1995.

21 SECTION 11: PERFECT ATTENDANCE.

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

25 (a) Ten (10) Consecutive Years.

26 All such employees who have ten (10) consecutive years of  
27 perfect attendance shall receive one (1) day off with pay. Said  
28

1 day off is not to be carried over and must be taken within twelve  
2 (12) months from the date the ten (10) consecutive years have been  
3 reached.

4 (b) Eleven (11) Consecutive Years.

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

10 (c) Twelve (12) Consecutive Years.

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

16 (d) Thirteen (13) Consecutive Years.

17 All such employees who have thirteen (13) consecutive  
18 years of perfect attendance shall receive four (4) days off with  
19 pay. Said days off are not to be carried over and must be taken  
20 within twelve (12) months from the date the thirteen (13)  
21 consecutive years have been reached.

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

23 All such employees who have fourteen (14) consecutive  
24 years of perfect attendance and thereafter shall receive five (5)  
25 days off with pay. Said days off are not to be carried over and  
26 must be taken within twelve (12) months from the date the fourteen  
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1 (14) consecutive years have been reached and within twelve months  
2 thereafter from each succeeding anniversary date of the fourteenth  
3 (14th) consecutive year if said employee still maintains perfect  
4 attendance. No employee shall receive any more than five (5) days  
5 off for perfect attendance.

6 (f) Bereavement Leave.

7  
8 In considering the qualification for perfect attendance  
9 only, bereavement leave will not be considered an absence.

10 SECTION 12: VACATION AND HOLIDAY POLICIES - AMENDMENT  
11 OF RESOLUTION NO. 5645.

12 (a) Amendment to Resolution No. 5645.

13 Section 12 of Resolution No. 5645 shall be amended to  
14 read as follows:

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

25 Miscellaneous employees shall be permitted  
26 to accumulate a maximum of forty (40) hours of  
27 vacation that must be used during the following  
28 year, and, if not so utilized during the

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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 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

1 applicable work day preceding or following a scheduled holiday  
2 shall not receive pay for said holiday, unless such absence is  
3 approved vacation or compensatory time.

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

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

13 Further, pursuant to Section 5 of the Side-Letter  
14 Agreement and Section 9 of the Second Side-Letter Agreement, the  
15 additional "in lieu" holiday will be converted to ten (10) hours  
16 of additional "in lieu" holiday hours for a new total of ninety  
17 (90) hours for the applicable fiscal year.

18 SECTION 13: DRESS AND GROOMING POLICY.

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

21 SECTION 14: 40 HOUR WORK WEEK.

22 All employees of the City of Vernon shall be considered  
23 forty (40) hours per week personnel unless otherwise specified by  
24 the City Council and shall work at least forty (40) hours per week  
25 except for employees in the Fire Department who are assigned to  
26 work twenty-four (24) hour shifts. Said employees must work their  
27 assigned schedules or shifts as consideration for the compensation  
28



1 provided herein.

2 SECTION 15: FOUR DAY WORK WEEK.

3  
4 The City Council hereby continues the four (4) day work  
5 week for approved employees which was established on October 29,  
6 1979, by Resolution No. 4677 adopted on October 16, 1979, in  
7 accordance with the following requirements:

8 (a) City Administrator Authority.

9 The City Administrator is authorized to approve for  
10 inclusion in the four (4) day work week employees working in  
11 specific positions;

12 (b) Workday Hours.

13 Employees shall work a workday starting at 7:00 a.m. to  
14 5:30 p.m. or from 6:30 a.m. to 5:00 p.m. with a half hour lunch  
15 break and two 15-minute coffee breaks. The City Administrator is  
16 authorized to assign individual employees to work the appropriate  
17 shift upon the recommendation of the department head.

18 (c) Vacation Benefits.

19 The vacation benefits for all employees working in said  
20 four (4) day work week program are provided in Resolution No.  
21 5645, as amended by Resolution No. 6124 and Section 10 of this  
22 Resolution.

23  
24 (d) Closure on Holidays.

25 The City Council of the City of Vernon hereby determines  
26 that City Offices will be closed on all holidays and that Fridays,  
27 Saturdays and Sundays shall be considered holidays for the  
28 transaction of business as provided for in Section 6702 of the

1 Government Code.

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

3  
4 That those employees participating in said four (4) day  
5 work week shall not receive the benefit of holidays falling on  
6 Fridays or Saturdays, unless otherwise approved by the City  
7 Council, but shall receive the benefit of holidays falling on  
8 Sunday by celebrating said holidays on the following Monday.

9 (f) Overtime.

10 Any and all approved overtime worked by all City  
11 employees in all departments shall be earned and paid in one-  
12 fourth hour increments.

13 SECTION 16: COMPUTATION OF PAY.

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

22 (a) Hourly employees.

23  
24 All employees other than twenty-four (24) hour shift Fire  
25 Department employees, the City Attorney, the City  
26 Administrator/City Clerk, and the members of the City Council  
27 shall be paid on an hourly basis. The employee shall be paid the  
28 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  
27 Head may, for good cause as determined by such Department Head,  
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(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 18: 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 salary specified for the first step or grade, or that a specific applicant has special qualifications justifying a higher starting rate beyond the first step or grade. New employees starting at the beginning step or grade may be advanced to the second step or grade of their salary range and said advancement shall be effective on the first day of the biweekly pay period next following the satisfactory completion of their probationary employment, which is hereby fixed at twelve (12) months;

(b) Promotion or Merit Increase in Grade.

Promotions to higher positions or merit salary increases to higher steps are considered to be increases on the basis of merit only and shall be awarded to employees as recognition for

1 satisfactory service. The promotion or increase in grade shall  
2 remain in the sole discretion of the City Council and shall only  
3 be considered upon receiving a recommendation from a Department  
4 Head or the City Administrator which would support recognition by  
5 the City Council of the services performed by the employees;

6 (c) Effective Date of Promotions.

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

13 (d) No Reduction of Pay by Promotion.

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

18 (e) General Wage and Salary Policy.

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

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(f) Compensatory Time For Travel.

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

SECTION 19: FAIR LABOR STANDARDS ACT.

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

SECTION 20: DEPARTMENT OF COMMUNITY SERVICES:

(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

1 in the service of the City, an additional sum per month as  
2 provided for in Schedule III, Exhibit "C".

3 (c) Responsibility For Upkeep of Vehicle.

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 Exhibit "C".

9  
10 (d) Additional Hours Worked.

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

16 SECTION 21: WATER DEPARTMENT WITHIN THE COMMUNITY  
17 SERVICES DEPARTMENT:

18 (a) Certificate of Registration.

19 Each employee serving as a Civil Engineer must possess a  
20 valid Certificate of Registration as a Civil Engineer, which  
21 document is issued by the California State Board for Civil and  
22 Professional Engineers.

23 (b) 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, Exhibit "C".

2 (c) Responsibility for Upkeep of Vehicle.

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 Exhibit "C".

9 (d) Additional Hours Worked.

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

15 (e) Dispatchers.

16 The Systems Manager, Systems Supervisor and Systems  
17 Coordinator I and II shall serve as Dispatchers in the Water  
18 Department and the compensation for said positions is included in  
19 the compensation established for the positions in the Light and  
20 Power Department, Schedule II, Exhibit "B".

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

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

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SECTION 22: 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, Exhibit "C".

(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

1 vehicle beyond the respective amounts set forth in Schedule III,  
2 Exhibit "C".

3 (d) Additional Hours Worked.

4 All employees in the Light and Power Department, except  
5 the Director of Light and Power, Assistant Director of Engineering  
6 & Operations, Resource & Project Planning Manager, Assistant  
7 Director of Resource Management, Business Development &  
8 Information Systems Manager, Generation & Electrical Support  
9 Superintendent and Systems Manager, required to work hours in  
10 addition to their regular forty (40) hour work week (excluding any  
11 time off during such week) shall be compensated for such  
12 additional hours worked.

13  
14 (e) Chief Diesel Operator and Diesel Operators I-V,  
15 Experimental Only.

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

22 SECTION 23: GAS MUNICIPAL UTILITY DEPARTMENT:

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

25 The compensation for the following positions are included  
26 in the compensation established for said position in the City  
27 Administrator/ City Clerk Department, Schedule II, Exhibit "B":  
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(1) Chief Executive Officer--the city Administrator/City Clerk shall serve as the Chief Executive Officer in the Gas Municipal Utility Department;

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

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

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

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

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

(2) Acting Planner--the Assistant Director of Resource Management in the Light and Power Department shall serve as the Acting Planner in the Gas Municipal Utility Department; and

(3) Acting Project Engineer--the Resource & Project Planning Manager in the Light and Power Department shall serve as the Acting Project Engineer in the Gas Municipal Utility Department.

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1 SECTION 24: FIRE DEPARTMENT:  
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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 (e) Uniform Allowance.

7 Vernon shall provide a uniform allowance as specified in  
8 Schedule IV, Exhibit "D", for the 1997-1998 fiscal year of Vernon,  
9 for the purchase of Uniforms and related equipment.

10 (f) Personal Vehicle Allowance.

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

16 (g) Merit Step.

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

25 (h) Haz Mat Pay.

26 In addition to said salaries as set forth in Schedule II,  
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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 25: 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;  
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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 specified in Schedule V, Exhibit "E".

(1) 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.

(d) Standby Status.

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

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

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

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(1) POST Intermediate Certificate.

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

(2) POST Advanced Certificate.

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

(3) Incentive Compensation.

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

(f) Field Training Officers.

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

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(g) 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, Exhibit "C".

(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, Exhibit "C", 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, Exhibit "D", for the 1997-1998 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

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 Sergeant is assigned  
11 to the detective division, he/she shall receive premium pay equal  
12 to One Hundred Seventy-Five Dollars (\$175.00) per month and the  
13 premium pay shall not be considered to be part of the employee's  
14 base monthly salary when computing peace officers standards and  
15 training certificate incentives. However, only one (1) Detective  
16 Sergeant, whose duties are to investigate criminal activity, shall  
17 be eligible for said One Hundred Seventy-Five Dollars (\$175.00)  
18 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 26: 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, Exhibit "C".

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 Exhibit "C".

9 (c) Additional Work Compensation.

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

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

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

23 (e) City Administrator/City Clerk Benefits.

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

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(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, 1997;

(4) ICMA Retirement.

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

(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, 1997, 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

1 city shall pay him for any such time not used at double time;

2 (7) Vacation.

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

6 (8) Membership in Country Club.

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

9 (9) Automobile Insurance.

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

12 (10) Limousine Service.

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

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.

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(f) City Attorney Compensation.

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

SECTION 27: 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) Attendance Allowance.

(a) To each councilmember a per meeting attendance allowance for the following meetings when the Councilmember devotes two (2) hours or less, including travel time 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



1		
2	Southeast Community Development Corporation	\$100.00
3	East Los Angeles College Community Task Force Cities	\$100.00
4	Southeast Water Coalition Alternate	\$100.00
5		
6	Board Meetings of Water Replenishment District of Southern California	\$100.00
7		
8	Committee Meetings of Water Replenishment District of Southern California	\$100.00
9		
10	Board Meetings of Central Basin Municipal Water District	\$100.00
11		
12	Committee Meetings of Central Basin Municipal Water District	\$100.00
13		
14	Southeast Cities Traffic Improvement Authority - (Slauson Avenue/710 Freeway Interchange Project) Director and Alternate	\$100.00
15		
16	Alameda Corridor Transportation Authority Alternate	\$100.00
17		
18	Committee Meetings of the Alameda Corridor Transportation Authority	\$100.00
19		
20	Southeast Cities Transportation Authority Director	\$100.00
21		
22	Southeast Cities Transportation Authority Alternate Director	\$100.00
23		
24	Committee Meetings of the Southeast Cities Transportation Authority	\$100.00

22 (b) To each councilmember a per meeting  
23 attendance allowance for all other miscellaneous meetings or  
24 negotiations, authorized by the City Council or Redevelopment  
25 Agency, and any meetings referred to above where the Councilmember  
26 devotes a period of time which exceeds two (2) hours, including  
27 travel time for said meetings, shall be paid as follows:

28 ///

1 For meetings exceeding two (2) hours but not  
2 exceeding one-half ( $\frac{1}{2}$ ) day [(4) four hours] \$ 250.00  
3 For meetings which exceed one-half ( $\frac{1}{2}$ ) day \$ 500.00

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

8 SECTION 28: Repeal of Certain Resolutions.

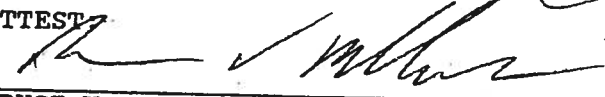
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10 All resolutions, or parts of resolutions not consistent  
11 with or in conflict with this resolution, specifically Resolution  
12 Nos. 6811, 6862, 6887, 6897 and 6925 are hereby repealed.

13 SECTION 29: Certification of Passage.

14 The City Clerk of the City of Vernon shall certify to the  
15 passage of this resolution and thereupon and thereafter the same  
16 shall be in full force and effect.

17 APPROVED AND ADOPTED this 25th day of June, 1997.

18   
LEONIS C. MALBURG, Mayor

19 ATTEST  
20   
21 BRUCE V. MALKENHORST, City Clerk

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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 for pay. Normally this will equal 80 hours. Hours reported as unpaid absences will be excluded from the pay computations.

SCHEDULE I  
EXHIBIT "A"

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SCHEDULE I

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"

**SCHEDULE II**

0.025

**DEPARTMENT OF COMMUNITY SERVICES  
SALARY SCALE**

**MONTHLY SALARY**

**DIRECTOR OF COMMUNITY SERVICES  
& WATER - 2100**

STEP 1	\$10,600.00
2	\$10,047.00
3	\$9,523.00
4	\$9,027.00
5	\$8,556.00
6	\$8,110.00
7	\$7,687.00
8	\$7,286.00

**CIVIL ENGINEER - 2110**

STEP 1	\$8,002.00
2	\$7,585.00
3	\$7,190.00
4	\$6,815.00
5	\$6,460.00
6	\$6,123.00
7	\$5,804.00
8	\$5,501.00

**ENGINEERING ASSOCIATE - 2120**

STEP 1	\$6,893.00
2	\$6,534.00
3	\$6,193.00
4	\$5,870.00
5	\$5,564.00
6	\$5,274.00
7	\$4,999.00
8	\$4,738.00

**PROJECT ENGINEER - 2130  
SENIOR ELECTRICAL INSPECTOR - 4420  
SENIOR BUILDING INSPECTOR - 4450**

STEP 1	\$6,165.00
2	\$5,844.00
3	\$5,539.00
4	\$5,250.00
5	\$4,976.00
6	\$4,717.00
7	\$4,471.00
8	\$4,238.00

**FOREMAN - 2170**

STEP Y	\$5,408.00
STEP 1	\$5,385.00
2	\$5,104.00
3	\$4,838.00
4	\$4,586.00
5	\$4,347.00
6	\$4,120.00
7	\$3,905.00
8	\$3,701.00

**SCHEDULE II  
EXHIBIT "B" PAGE 1**

**SCHEDULE II**

0.025

**DEPARTMENT OF COMMUNITY SERVICES  
SALARY SCALE**

	<b>MONTHLY SALARY</b>	
<b>ENGINEERING TECHNICIAN - 2180 MECHANICAL &amp; PLUMBING INSPECTOR - 2800 ELECTRICAL INSPECTOR - 2900</b>	STEP 1	\$5,241.00
	2	\$4,968.00
	3	\$4,709.00
	4	\$4,464.00
	5	\$4,231.00
	6	\$4,010.00
	7	\$3,801.00
	8	\$3,603.00
<b>CODE ENFORCEMENT INSPECTOR - 4460</b>	STEP 1	\$4,991.00
	2	\$4,731.00
	3	\$4,484.00
	4	\$4,250.00
	5	\$4,028.00
	6	\$3,818.00
	7	\$3,619.00
	8	\$3,430.00
<b>UTILITYMAN I - 2290 SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700 ENGINEERING AIDE I - 2300</b>	STEP 1	\$4,703.00
	2	\$4,458.00
	3	\$4,226.00
	4	\$4,006.00
	5	\$3,797.00
	6	\$3,599.00
	7	\$3,411.00
	8	\$3,233.00
<b>UTILITYMAN II - 2310 SECRETARY - 4360 ENGINEERING AIDE II - 2320 SENIOR UTILITY CLERK - 4200</b>	STEP 1	\$3,796.00
	2	\$3,598.00
	3	\$3,410.00
	4	\$3,232.00
	5	\$3,064.00
	6	\$2,904.00
	7	\$2,753.00
	8	\$2,609.00
	9	\$2,473.00

**SCHEDULE II**

0.025

**DEPARTMENT OF COMMUNITY SERVICES  
 SALARY SCALE**

	MONTHLY SALARY	
<b>UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390</b>	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
<b>UTILITYMAN IV - 2380</b>	STEP 1	\$2,473.00
	2	\$2,344.00
	3	\$2,222.00
	4	\$2,106.00
	5	\$1,996.00
	6	\$1,892.00
	7	\$1,793.00
	8	\$1,700.00
<b>UTILITY CLERK - 4220</b>	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
	9	\$1,996.00
	10	\$1,892.00
<b>APPRENTICE MECHANIC - 2660</b>	STEP 1	\$2,334.00
	2	\$2,212.00
	3	\$2,097.00
	4	\$1,988.00
	5	\$1,884.00
	6	\$1,786.00
	7	\$1,693.00
	8	\$1,605.00

**HOURLY-TEMPORARY/MISCELLANEOUS**

A SALARY RANGE OF \$5.00 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**

0.025

**COMMUNITY SERVICES  
WATER DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
ENGINEERING ASSOCIATE - 2120	STEP 1	\$6,893.00
	2	\$6,534.00
	3	\$6,183.00
	4	\$5,870.00
	5	\$5,564.00
	6	\$5,274.00
	7	\$4,999.00
	8	\$4,738.00
FOREMAN - 2170	STEP 1	\$5,385.00
	2	\$5,104.00
	3	\$4,838.00
	4	\$4,586.00
	5	\$4,347.00
	6	\$4,120.00
	7	\$3,905.00
	8	\$3,701.00
ENGINEERING TECHNICIAN - 2180	STEP 1	\$5,241.00
	2	\$4,968.00
	3	\$4,709.00
	4	\$4,464.00
	5	\$4,231.00
	6	\$4,010.00
	7	\$3,801.00
	8	\$3,603.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,703.00
	2	\$4,458.00
	3	\$4,226.00
	4	\$4,006.00
	5	\$3,797.00
	6	\$3,599.00
	7	\$3,411.00
	8	\$3,233.00

**SCHEDULE II**

0.025

**COMMUNITY SERVICES  
WATER DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320	STEP 1	\$3,796.00
	2	\$3,598.00
	3	\$3,410.00
	4	\$3,232.00
	5	\$3,064.00
	6	\$2,904.00
	7	\$2,753.00
	8	\$2,609.00
	9	\$2,473.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
UTILITYMAN IV - 2380	STEP 1	\$2,473.00
	2	\$2,344.00
	3	\$2,222.00
	4	\$2,106.00
	5	\$1,996.00
	6	\$1,892.00
	7	\$1,793.00
	8	\$1,700.00
UTILITY CLERK - 4220	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
	9	\$1,996.00
	10	\$1,892.00

**SCHEDULE II**

0.025

**LIGHT & POWER DEPARTMENT SALARY SCALE**

**MONTHLY SALARY**

DIRECTOR OF LIGHT & POWER - 2101	STEP 1	\$11,129.00
	2	\$10,549.00
	3	\$9,989.00
	4	\$9,478.00
	5	\$8,984.00
	6	\$8,516.00
	7	\$8,072.00
	8	\$7,651.00
ASSISTANT DIRECTOR OF - 5199 ENGINEERING & OPERATIONS	STEP 1	\$8,574.00
	2	\$8,127.00
	3	\$7,703.00
	4	\$7,301.00
	5	\$6,920.00
	6	\$6,559.00
	7	\$6,217.00
ASSISTANT DIRECTOR OF - 5308 RESOURCE MANAGEMENT	STEP 1	\$8,040.00
	2	\$7,621.00
	3	\$7,224.00
	4	\$6,847.00
	5	\$6,490.00
	6	\$6,152.00
	7	\$5,831.00
ELECTRICAL ENGINEERING MANAGER - 5299	STEP 1	\$7,622.00
	2	\$7,225.00
	3	\$6,848.00
	4	\$6,491.00
	5	\$6,153.00
	6	\$5,832.00
	7	\$5,528.00
RESOURCE & PROJECT - 5198 PLANNING MANAGER	STEP 1	\$7,436.00
	2	\$6,893.00
	3	\$6,534.00
	4	\$6,193.00
	5	\$5,870.00
	6	\$5,564.00
	7	\$5,274.00
GENERATION & ELECTRICAL SUPPORT - 5311. SUPERINTENDENT (STEP Y)	STEP 1	\$4,999.00
	2	\$4,738.00
	3	\$4,492.00
	4	\$4,258.00
	5	\$4,036.00
	6	\$3,826.00
	7	\$3,627.00
ELECTRICAL ENGINEER - 5301	STEP 1	\$6,893.00
	2	\$6,534.00
	3	\$6,193.00
	4	\$5,870.00
	5	\$5,564.00
	6	\$5,274.00
	7	\$4,999.00
RESOURCE ENGINEER - 5309	STEP 1	\$6,893.00
	2	\$6,534.00
	3	\$6,193.00
	4	\$5,870.00
	5	\$5,564.00
	6	\$5,274.00
	7	\$4,999.00
GAS ENGINEER - 5312	STEP 1	\$6,893.00
	2	\$6,534.00
	3	\$6,193.00
	4	\$5,870.00
	5	\$5,564.00
	6	\$5,274.00
	7	\$4,999.00
BUSINESS DEVELOPMENT & INFORMATION - 5310 SYSTEMS MANAGER	STEP 1	\$6,893.00
	2	\$6,534.00
	3	\$6,193.00
	4	\$5,870.00
	5	\$5,564.00
	6	\$5,274.00
	7	\$4,999.00
ASSOCIATE ENGINEER - 5302	STEP 1	\$5,871.00
	2	\$5,565.00
	3	\$5,275.00
	4	\$5,000.00
	5	\$4,739.00
	6	\$4,492.00
	7	\$4,258.00
8	\$4,036.00	

SCHEDULE II  
 EXHIBIT "B" PAGE 6

SCHEDULE II

0.025

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

CHIEF DIESEL OPERATOR - 5100	STEP 1	\$5,709.00
	2	\$5,411.00
	3	\$5,129.00
	4	\$4,862.00
	5	\$4,609.00
	6	\$4,369.00
	7	\$4,141.00
DIESEL OPERATOR I - 5101	STEP 1	\$5,681.00
	2	\$5,385.00
	3	\$5,104.00
	4	\$4,838.00
	5	\$4,586.00
	6	\$4,347.00
	7	\$4,120.00
DIESEL OPERATOR II - 5102	STEP 1	\$4,838.00
	2	\$4,586.00
	3	\$4,347.00
	4	\$4,120.00
	5	\$3,905.00
	6	\$3,701.00
	7	\$3,508.00
	8	\$3,325.00
DIESEL OPERATOR III - 5103	1	\$4,122.00
	2	\$3,907.00
	3	\$3,703.00
	4	\$3,510.00
	5	\$3,327.00
	6	\$3,154.00
	7	\$2,990.00
	8	\$2,834.00
DIESEL OPERATOR IV - 5104	STEP 1	\$3,511.00
	2	\$3,328.00
	3	\$3,155.00
	4	\$2,991.00
	5	\$2,835.00
	6	\$2,687.00
	7	\$2,547.00
	8	\$2,414.00
DIESEL OPERATOR V - 5105	STEP 1	\$2,990.00
	2	\$2,834.00
	3	\$2,686.00
	4	\$2,546.00
	5	\$2,413.00
	6	\$2,287.00
	7	\$2,168.00
	8	\$2,055.00

SCHEDULE II  
EXHIBIT "B" PAGE 7

**SCHEDULE II**

0.025

**LIGHT & POWER DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
POWER RESOURCE COORDINATOR - 5400 SENIOR ELECTRONICS TECHNICIAN - 5315	STEP 1	\$6,089.00
	2	\$5,772.00
	3	\$5,471.00
	4	\$5,186.00
	5	\$4,916.00
	6	\$4,660.00
	7	\$4,417.00
ELECTRONICS TECHNICIAN - 5111	STEP 1	\$5,412.00
	2	\$5,130.00
	3	\$4,883.00
	4	\$4,609.00
	5	\$4,369.00
	6	\$4,141.00
	7	\$3,925.00
	8	\$3,720.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,703.00
	2	\$4,458.00
	3	\$4,226.00
	4	\$4,006.00
	5	\$3,797.00
	6	\$3,599.00
	7	\$3,411.00
	8	\$3,233.00
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320 SECRETARY - 4360 ASSISTANT ELECTRONICS TECHNICIAN - 5112	STEP 1	\$3,796.00
	2	\$3,598.00
	3	\$3,410.00
	4	\$3,232.00
	5	\$3,064.00
	6	\$2,904.00
	7	\$2,753.00
	8	\$2,609.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
UTILITYMAN IV - 2380	STEP 1	\$2,473.00
	2	\$2,344.00
	3	\$2,222.00
	4	\$2,106.00
	5	\$1,996.00
	6	\$1,892.00
	7	\$1,793.00
	8	\$1,700.00

SCHEDULE II  
 EXHIBIT "B" PAGE 8

**SCHEDULE II**

0.025

**LIGHT & POWER DEPARTMENT SALARY SCALE**

MONTHLY SALARY

SENIOR POWER SCHEDULER - 5303	STEP 1	\$5,822.00
	2	\$5,518.00
	3	\$5,230.00
	4	\$4,957.00
	5	\$4,699.00
	6	\$4,454.00
	7	\$4,222.00
SENIOR SUBSTATION ELECTRICIAN - 5216	STEP 1	\$5,187.00
	2	\$4,917.00
	3	\$4,661.00
	4	\$4,418.00
	5	\$4,188.00
	6	\$3,970.00
	7	\$3,763.00
SUBSTATION ELECTRICIAN - 5212	STEP 1	\$4,609.00
	2	\$4,369.00
	3	\$4,141.00
	4	\$3,925.00
	5	\$3,720.00
	6	\$3,526.00
	7	\$3,342.00
	8	\$3,168.00
ELECTRIC SERVICE PLANNER - 5305	STEP 1	\$5,890.00
	2	\$5,583.00
	3	\$5,292.00
	4	\$5,016.00
	5	\$4,755.00
	6	\$4,507.00
	7	\$4,272.00
	8	\$4,049.00
UTILITY CLERK - 4220	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
	9	\$1,996.00
	10	\$1,892.00
ASSISTANT ENGINEER - 5204	STEP 1	\$5,241.00
	2	\$4,968.00
	3	\$4,709.00
	4	\$4,464.00
	5	\$4,231.00
	6	\$4,010.00
	7	\$3,801.00
	8	\$3,603.00

SCHEDULE II  
EXHIBIT "B" PAGE 9

**SCHEDULE II**

0.025

**LIGHT & POWER DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
SYSTEMS MANAGER - 5200	STEP 1	\$6,324.00
	2	\$5,994.00
	3	\$5,682.00
	4	\$5,386.00
	5	\$5,105.00
	6	\$4,839.00
	7	\$4,587.00
SYSTEMS SUPERVISOR - 5201	STEP 1	\$5,681.00
	2	\$5,385.00
	3	\$5,104.00
	4	\$4,838.00
	5	\$4,586.00
	6	\$4,347.00
	7	\$4,120.00
SYSTEMS COORDINATOR I - 5202	STEP 1	\$5,105.00
	2	\$4,839.00
	3	\$4,587.00
	4	\$4,348.00
	5	\$4,121.00
	6	\$3,906.00
	7	\$3,702.00
	8	\$3,509.00
SYSTEMS COORDINATOR II - 5203	STEP 1	\$4,142.00
	2	\$3,926.00
	3	\$3,721.00
	4	\$3,527.00
	5	\$3,343.00
	6	\$3,169.00
	7	\$3,004.00
	8	\$2,847.00
RESOURCE SCHEDULER - 5308	STEP 1	\$4,392.00
	2	\$4,163.00
	3	\$3,946.00
	4	\$3,740.00
	5	\$3,545.00
	6	\$3,360.00
	7	\$3,185.00
	8	\$3,019.00

**HOURLY-TEMPORARY/MISCELLANEOUS**

A SALARY OF \$5.00 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**

0.025

**FIRE DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
<b>CHIEF - 1100</b>	STEP 1	\$8,442.00
	2	\$8,002.00
	3	\$7,585.00
	4	\$7,190.00
	5	\$6,815.00
	6	\$6,460.00
	7	\$6,123.00
<b>BATTALION CHIEF - 6120</b> <b>ADMINISTRATIVE BATTALION CHIEF - 6220</b>	STEP 1	\$6,836.00
	2	\$6,480.00
	3	\$6,142.00
	4	\$5,822.00
	5	\$5,518.00
	6	\$5,230.00
	7	\$4,957.00
<b>CAPTAIN - 6130</b> <b>ADMINISTRATIVE CAPTAIN - 6230</b>	STEP 1	\$5,682.00
	2	\$5,386.00
	3	\$5,105.00
	4	\$4,839.00
	5	\$4,587.00
	6	\$4,348.00
	7	\$4,121.00
<b>ENGINEER - 6150</b> <b>ADMINISTRATIVE ENGINEER - 6250</b>	STEP 1	\$4,771.00
	2	\$4,522.00
	3	\$4,286.00
	4	\$4,063.00
	5	\$3,851.00
	6	\$3,650.00
	7	\$3,460.00
<b>FIREFIGHTER - 6180</b> <b>ADMINISTRATIVE FIREFIGHTER - 6280</b>	STEP 1	\$4,070.00
	2	\$3,858.00
	3	\$3,657.00
	4	\$3,466.00
	5	\$3,285.00
	6	\$3,114.00

**FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986**



**SCHEDULE II**

0.025

**FIRE DEPARTMENT SALARY SCALE**

**MONTHLY SALARY**

<b>BATTALION CHIEF - 1120</b> <b>ADMINISTRATIVE BATTALION CHIEF - 1220</b>	<b>STEP 1</b>	<b>\$6,510.00</b>
	<b>2</b>	<b>\$6,171.00</b>
	<b>3</b>	<b>\$5,849.00</b>
	<b>4</b>	<b>\$5,544.00</b>
	<b>5</b>	<b>\$5,255.00</b>
	<b>6</b>	<b>\$4,981.00</b>
	<b>7</b>	<b>\$4,721.00</b>
<b>CAPTAIN - 1130</b> <b>ADMINISTRATIVE CAPTAIN - 1230</b>	<b>STEP 1</b>	<b>\$5,412.00</b>
	<b>2</b>	<b>\$5,130.00</b>
	<b>3</b>	<b>\$4,863.00</b>
	<b>4</b>	<b>\$4,609.00</b>
	<b>5</b>	<b>\$4,369.00</b>
	<b>6</b>	<b>\$4,141.00</b>
	<b>7</b>	<b>\$3,925.00</b>
<b>ENGINEER - 1150</b> <b>ADMINISTRATIVE ENGINEER - 1250</b>	<b>STEP 1</b>	<b>\$4,544.00</b>
	<b>2</b>	<b>\$4,307.00</b>
	<b>3</b>	<b>\$4,082.00</b>
	<b>4</b>	<b>\$3,869.00</b>
	<b>5</b>	<b>\$3,667.00</b>
	<b>6</b>	<b>\$3,476.00</b>
	<b>7</b>	<b>\$3,295.00</b>
<b>FIREFIGHTER - 1180</b> <b>ADMINISTRATIVE FIREFIGHTER - 1280</b>	<b>STEP 1</b>	<b>\$3,876.00</b>
	<b>2</b>	<b>\$3,674.00</b>
	<b>3</b>	<b>\$3,482.00</b>
	<b>4</b>	<b>\$3,300.00</b>
	<b>5</b>	<b>\$3,128.00</b>
	<b>6</b>	<b>\$2,965.00</b>

**FIRE DEPARTMENT PERSONNEL HIRED AFTER 1986**

**SCHEDULE II**  
**EXHIBIT "B" PAGE 11B**

**SCHEDULE II**

0.025

**FIRE DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
SECRETARY - 4360	STEP 1	\$3,796.00
	2	\$3,598.00
	3	\$3,410.00
	4	\$3,232.00
	5	\$3,064.00
	6	\$2,904.00
	7	\$2,753.00
	8	\$2,609.00
	9	\$2,473.00
UTILITY CLERK - 4220	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
	9	\$1,996.00
	10	\$1,892.00

**SCHEDULE II**

0.025

**POLICE DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
CHIEF - 3100	STEP 1	\$9,186.00
	2	\$8,707.00
	3	\$8,253.00
	4	\$7,823.00
	5	\$7,415.00
	6	\$7,028.00
	7	\$6,662.00
CAPTAIN - 3110	STEP 1	\$7,326.00
	2	\$6,944.00
	3	\$6,582.00
	4	\$6,239.00
	5	\$5,914.00
	6	\$5,608.00
	7	\$5,314.00
LIEUTENANT - 3120	STEP 1	\$6,190.00
	2	\$5,867.00
	3	\$5,561.00
	4	\$5,271.00
	5	\$4,996.00
	6	\$4,736.00
	7	\$4,489.00
RECORDS MANAGER - 4270	STEP 1	\$5,155.00
	2	\$4,886.00
	3	\$4,631.00
	4	\$4,390.00
	5	\$4,161.00
	6	\$3,944.00
	7	\$3,738.00
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 1	\$3,796.00
	2	\$3,598.00
	3	\$3,410.00
	4	\$3,232.00
	5	\$3,064.00
	6	\$2,904.00
	7	\$2,753.00
	8	\$2,609.00
	9	\$2,473.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
	9	\$1,996.00
	10	\$1,892.00

SCHEDULE II  
EXHIBIT "B" PAGE 13

**SCHEDULE II**

0.025  
0.0

**POLICE DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
CIVILIAN COURT OFFICER - 4370	STEP 1	\$3,658.00
	2	\$3,467.00
	3	\$3,286.00
	4	\$3,115.00
	5	\$2,953.00
	6	\$2,799.00
	7	\$2,653.00
	8	\$2,515.00
VERNON SERVICE OFFICER - 4300	STEP 1	\$2,991.00
	2	\$2,835.00
	3	\$2,687.00
	4	\$2,547.00
	5	\$2,414.00
	6	\$2,288.00
	7	\$2,169.00
	8	\$2,056.00
POLICE CADET - 3180	STEP 1	\$2,362.00
	2	\$2,239.00
	3	\$2,122.00
	4	\$2,011.00
	5	\$1,906.00
	6	\$1,807.00
	7	\$1,713.00
	8	\$1,624.00
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

0.025

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$28,084.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$8,976.00
	2	\$8,508.00
	3	\$8,064.00
	4	\$7,644.00
	5	\$7,245.00
	6	\$6,867.00
	7	\$6,509.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	STEP 1	\$7,272.00
	2	\$6,893.00
	3	\$6,534.00
	4	\$6,193.00
	5	\$5,870.00
	6	\$5,564.00
	7	\$5,274.00
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	\$7,009.00
	2	\$6,644.00
	3	\$6,298.00
	4	\$5,970.00
	5	\$5,659.00
	6	\$5,364.00
	7	\$5,084.00
CUSTOMER SERVICE MANAGER - 4110	STEP 1	\$6,565.00
	2	\$6,223.00
	3	\$5,899.00
	4	\$5,591.00
	5	\$5,300.00
	6	\$5,024.00
	7	\$4,762.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	\$6,533.00
	2	\$6,192.00
	3	\$5,869.00
	4	\$5,563.00
	5	\$5,273.00
	6	\$4,998.00
	7	\$4,737.00

**SCHEDULE II**

0.025

**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	\$5,155.00
	2	\$4,886.00
	3	\$4,631.00
	4	\$4,390.00
	5	\$4,161.00
	6	\$3,944.00
	7	\$3,738.00
	8	\$3,543.00
ACCOUNTANT - 4130	STEP 1	\$4,388.00
	2	\$4,159.00
	3	\$3,942.00
	4	\$3,736.00
	5	\$3,541.00
	6	\$3,356.00
	7	\$3,181.00
	8	\$3,015.00
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 1	\$4,168.00
	2	\$3,951.00
	3	\$3,745.00
	4	\$3,550.00
	5	\$3,365.00
	6	\$3,190.00
	7	\$3,024.00
	8	\$2,866.00
COMPUTER OPERATIONS ASSISTANT II - 4390	STEP 1	\$3,992.00
	2	\$3,784.00
	3	\$3,587.00
	4	\$3,400.00
	5	\$3,223.00
	6	\$3,055.00
	7	\$2,896.00
	8	\$2,745.00
METER READER - 5205	STEP 1	\$3,511.00
	2	\$3,328.00
	3	\$3,155.00
	4	\$2,991.00
	5	\$2,835.00
	6	\$2,687.00
	7	\$2,547.00
	8	\$2,414.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$5,522.00
	2	\$5,234.00
	3	\$4,981.00
	4	\$4,702.00
	5	\$4,457.00
	6	\$4,225.00
	7	\$4,005.00
	8	\$3,796.00

**SCHEDULE II**

0.025

**CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE**

**MONTHLY SALARY**

PAYROLL CLERK - 4180 SENIOR DISPATCHER(COMMUNICATIONS) - 4600 SENIOR UTILITY CLERK - 4520 SECRETARY - 4360 PURCHASING ASSISTANT - 4910	STEP 1	\$3,796.00
	2	\$3,598.00
	3	\$3,410.00
	4	\$3,232.00
	5	\$3,064.00
	6	\$2,904.00
	7	\$2,753.00
	8	\$2,609.00
	9	\$2,473.00
CUSTOMER SERVICE REPRESENTATIVE - 4111	STEP 1	\$3,594.00
	2	\$3,407.00
	3	\$3,229.00
	4	\$3,061.00
	5	\$2,901.00
	6	\$2,750.00
	7	\$2,607.00
	8	\$2,471.00
	9	\$2,342.00
	10	\$2,220.00
ADMINISTRATIVE AIDE I - 4900	STEP 1	\$3,365.00
	2	\$3,190.00
	3	\$3,024.00
	4	\$2,866.00
	5	\$2,717.00
	6	\$2,575.00
	7	\$2,441.00
	8	\$2,314.00
	9	\$2,193.00
	10	\$2,079.00
COMPUTER OPERATIONS ASSISTANT III - 4380	STEP 1	\$3,224.00
	2	\$3,056.00
	3	\$2,897.00
	4	\$2,746.00
	5	\$2,603.00
	6	\$2,467.00
	7	\$2,338.00
DISPATCHER(COMMUNICATIONS) - 4500 ENVIRONMENTAL TECHNICIAN - 4350	STEP 1	\$3,064.00
	2	\$2,904.00
	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00

SCHEDULE II  
 EXHIBIT "B" PAGE 17

SCHEDULE II

0.025

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

ACCOUNT CLERK - 4230	STEP 1	\$3,217.00
	2	\$3,049.00
	3	\$2,890.00
	4	\$2,739.00
	5	\$2,596.00
	6	\$2,461.00
	7	\$2,333.00
	8	\$2,211.00
	9	\$2,096.00
	10	\$1,987.00
TYPIST/SWITCHBOARD OPERATOR - 4210	STEP 1	\$3,064.00
UTILITY CLERK - 4220	2	\$2,904.00
PERSONNEL CLERK - 4240	3	\$2,753.00
	4	\$2,609.00
	5	\$2,473.00
	6	\$2,344.00
	7	\$2,222.00
	8	\$2,106.00
	9	\$1,996.00
	10	\$1,892.00
COUNCILMAN		\$1,776.00
DEPUTY CITY TREASURER		\$100.00
CITY ATTORNEY - 4800		\$23,540.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$5.00 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**

	<b>MONTHLY ALLOWANCE</b>
<b>POLICE CAPTAIN</b>	<b>\$480.00</b>
<b>DEPUTY CITY TREASURER</b>	<b>\$420.00</b>
<b>ASSISTANT DIRECTOR OF RESOURCE MANAGEMENT</b>	<b>\$260.00</b>
<b>CHIEF DEPUTY CITY CLERK</b>	<b>\$110.00</b>
<b>OFFICE MANAGER</b>	<b>\$110.00</b>
<b>ELECTRICAL ENGINEERING MANAGER</b>	<b>\$80.00</b>

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**  
**1997-98**

**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 1997-98 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 1997.

**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, 1997.

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, 1997.

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 1997-98 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"**