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RESOLUTION NO. 7165

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1998, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 25, 1998

AMENDMENTS TO RESOLUTION NO. 7165				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

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OF
1998-99 SALARY RESOLUTION

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RESOLUTION NO. 7165

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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, 1998,
6 AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
7 AMENDING RESOLUTION NO. 5645 AND REPEALING ALL
8 RESOLUTIONS IN CONFLICT THEREWITH

9 WHEREAS, Resolution No. 6976 adopted on June 25, 1997, as
10 amended by Resolution Nos. 7010, 7022, 7058, 7116 and 7139 adopted
11 on September 2, 1997, September 16, 1997, December 16, 1997, April
12 28, 1998, and June 2, 1998, respectively, fixed the compensation
13 for certain employees of the City of Vernon and authorized certain
14 expense allowances as of July 1, 1997; 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 1998; 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
on October 5, 1993, provided that the City shall pay the

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employees' total contribution to PERS; and

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

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

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

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

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

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

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

WHEREAS, Resolution No. 5645 was adopted by the City Council of the City of Vernon on October 17, 1989, as amended on June 30, 1992 by Resolution No. 6124, establishing the vacation and holiday policy for City employees; and

WHEREAS, Resolution No. 4677 was adopted by the City

1 Council of the City of Vernon on October 16, 1979, establishing a
2 four (4) day work week and the City Council wishes to reaffirm the
3 continuation of said program; and
4 WHEREAS, Resolution No. 5314 was adopted by the City
5 Council of the City of Vernon on September 16, 1986, establishing
6 rules and regulations respecting the employment of related family
7 members; and
8 WHEREAS, the City Council provides for a deferred
9 compensation program and investment program for City employees by
10 Resolution Nos. 4955, 5042, 5489, 5671, 6176 and 6177 adopted on
11 November 16, 1982, September 20, 1983, March 15, 1988,
12 September 5, 1989, and October 20, 1992, respectively; and
13 WHEREAS, the City Council by Resolution No. 5941 adopted
14 on June 18, 1991, which was modified by a minute order adopted by
15 the Personnel Committee on March 2, 1998 and approved by the City
16 Council on March 3, 1998, 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, by this Resolution the City Council intends to
22 amend Resolution No. 5946 to provide for the incorporation of the
23 Gas Municipal Utility Department in the Utilities Department
24 created herein; and
25 WHEREAS, the City Council by Resolution No. 5950 adopted
26 on July 2, 1991, as amended by Resolution Nos. 5979, 6369, 7060
27 and 7101 adopted on August 20, 1991, December 21, 1993,
28 December 16, 1997 and June 2, 1998, respectively, established an

1 attendance incentive program wherein qualified employees are
2 eligible to select gifts from specified brochures; and

3 WHEREAS, the City Council by Resolution No. 6687 adopted
4 on September 19, 1995, adopted a discretionary educational
5 assistance program; and

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

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

22 WHEREAS, the City Council by Resolution No. 7009 adopted
23 on August 19, 1997, approved a Fourth Side-Letter Agreement
24 between the MERR and the VPOBA (Employee Group 2) providing for an
25 additional four (4) year extension, to August 31, 2005, a five
26 percent (5%) salary increase, court pay increases, and
27 modification to Police Officers' Discipline Procedure; and

28 WHEREAS, the City Council by Resolution No. 6214 adopted

1 on February 16, 1993, adopted a grievance procedure for resolving
2 any complaints alleging violations of the American with
3 Disabilities Act; and

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

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

10 WHEREAS, the City Council has established medical
11 benefits for employees of the City of Vernon as provided by
12 Resolution No. 6613 adopted by the City Council of the City of
13 Vernon on April 18, 1995; and

14 WHEREAS, the City Council by Resolution No. 7168 adopted
15 on June 25, 1998, approved the payment of insurance premiums for
16 life, health and dental benefits as such benefits are in effect as
17 of June 30, 1998, for all full-time regular employees only and
18 their dependents during the 1998-1999 fiscal year as follows: (1)
19 all miscellaneous employees; (2) all Fire Department employees;
20 (3) all sworn police officers, including Group 2 who are
21 represented by the Vernon Police Officers' Benefit Association,
22 and the following officers of the City: the City Administrator and
23 City Councilmen; and

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

1 WHEREAS, the City Council by Resolution No. 7169 adopted
2 on June 25, 1998, approved the continued payment of health
3 insurance premiums for certain categories of retired employees
4 during the 1998-1999 fiscal year; and

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

8 WHEREAS, the City Council by Resolution No. 6696 adopted
9 on October 17, 1995, adopted a family and medical leave policy;
10 and

11 WHEREAS, the City Council by Resolution No. 6625 adopted
12 on May 16, 1995, adopted an Education/Enforcement Program for
13 Smoke-Free Workplace pertaining to businesses in the City of
14 Vernon; and

15 WHEREAS, the City Council by Resolution No. 6732 adopted
16 on January 23, 1996, adopted a drug and alcohol testing policy for
17 employees subject to Department of Transportation testing
18 regulations; and

19 WHEREAS, the City Council by Resolution No. 6907 adopted
20 on January 27, 1997, adopted an electronic mail policy for the
21 City of Vernon; and

22 WHEREAS, the City Council by Resolution No. 7066 adopted
23 on January 6, 1998, and amended by Resolution No. 7081 on
24 January 27, 1998, adopted the City of Vernon Fire Department Rules
25 and Regulations; and

26 WHEREAS, the City Council by Resolution No. 7096 adopted
27 on March 3, 1998, adopted a policy on employment of persons
28 convicted of a felony or a misdemeanor involving moral turpitude;

1 and

2 WHEREAS, the City Council by Resolution No. 7097 adopted
3 on March 3, 1998, approved policy statements and procedures for
4 conducting criminal background checks for employment purposes; and

5 WHEREAS, the City Council of the City of Vernon has
6 previously required all new employees to serve a one (1) year
7 probationary period during which time the employee receives formal
8 training and monthly evaluations; and

9 WHEREAS, consistent with the City Council's policy that
10 all City employees serve at the will and pleasure of the City
11 Council, all City employees are considered at-will employees while
12 serving their one (1) year probationary period, as well as after
13 completion of the probationary period; and

14 WHEREAS, in order to further clarify the intent and
15 purpose of the one (1) year training and monthly evaluation period
16 for new employees, the City Council wishes to terminate the use of
17 the probationary period label and to hereinafter refer to this
18 period of training and monthly evaluation as the employee's
19 evaluation period.

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

22 SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE
23 CITY COUNCIL.

24 The City Council of the City of Vernon hereby declares
25 that its intention in adopting Resolution No. 4027, Section 5(h),
26 was to reserve unto the City Council complete and exclusive
27 discretion to determine matters relating to the discharge,
28 suspension or other manner of discipline of all employees in

1 conformance with its long standing view and policy that all
2 employees of the City of Vernon serve at the will and pleasure of
3 the City Council.

4 SECTION 2: EMPLOYMENT AGREEMENT.

5
6 That all employees of the City of Vernon serve at the
7 will and pleasure of the City Council. That employees, prior to
8 employment or prior to promotion, will be requested to sign an
9 employment agreement establishing that their employment is at the
10 will and pleasure of the City Council as a condition of being
11 appointed to said position. The form of the employment agreement
12 must be approved by the Personnel Committee or the City Council
13 and executed by the City Administrator as a condition preceding
14 the said employee's employment or promotion.

15 SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.

16 That there is hereby established a program in the Police
17 Department for new employees wherein the City of Vernon shall
18 agree to pay for costs associated with attendance at a police
19 academy and field training for individual police candidates
20 pursuant to a contract wherein said candidate shall agree in
21 consideration of said salary to remain with the City of Vernon for
22 at least three (3) years, or for a lesser term if approved by the
23 City Council.

24 SECTION 4: EFFECTIVE DATE.

25 That effective July 1, 1998, there is hereby established
26 and approved compensation and other benefits and expenses provided
27 for herein as set forth below for employees and officers of the
28

1 City of Vernon. This resolution shall not affect or alter the
2 existing compensation of any officer or employee not specifically
3 set forth herein.

4 SECTION 5: DESIGNATION OF SCHEDULES.

5
6 That officers and employees of the City of Vernon shall
7 receive compensation in accordance with the formula adopted herein
8 as Schedule I, in such amounts as are set forth in Schedule II
9 which provides a monthly amount for each position and each step in
10 each department. In addition, expense allowances and other
11 information where applicable for each department are set forth
12 herein. The automobile allowances are set forth in Schedule III
13 and the uniform allowances are set forth in Schedule IV and the
14 compensation for court appearances and standby status are set
15 forth in Schedule V. Salary schedules are hereby established for
16 the following departments, as set forth in Schedule II:

- 17 (a) Department of Community Services which includes the
18 Water Department;
- 19 (b) Utilities Department;
- 20 (c) Fire Department;
- 21 (d) Police Department;
- 22 (e) City Administrator/City Clerk Department.
- 23 (f) City Council Department

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

27 SECTION 6: PERS CONTRIBUTIONS.

28 The City shall continue to make payments to PERS to

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

6 SECTION 7: AUTO INSURANCE PROGRAM.

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

15 SECTION 8: LIFE, HEALTH AND DENTAL BENEFITS.

16 (a) Life, Health and Dental Benefits.

17 The City Council by Resolution No. 7168 adopted on
18 June 25, 1998, approved the payment of insurance premiums for
19 life, health and dental benefits as such benefits are in effect as
20 of June 30, 1998, for all full-time regular employees only and
21 their dependents as follows: (1) all miscellaneous employees; (2)
22 all Fire Department employees; (3) all sworn police officers,
23 including Group 2 who are represented by the Vernon Police
24 Officers' Benefit Association, and the following officers of the
25 city: City Administrator and City Councilmen.

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

27 The City shall provide a PERS long-term health care
28

1 benefit with comprehensive lifetime inflation protection for the
2 City Councilmembers, the City Administrator, and their spouses at
3 no cost to them and said benefit shall be in conjunction with
4 their PERS membership.

5 (c) Vision Care.

6
7 The City shall provide a vision care benefit to employees
8 only and not dependents. Such benefits are further described in
9 City of Vernon Vision Plan GVSI-9V57.

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

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

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

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

1 five percent (5%) per month upon said anniversary date.

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

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

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

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

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

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

27 (e) Thirty (30) Years of Service - Firemen.
28

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

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

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
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be cumulative and only the highest applicable longevity pay shall be paid.

SECTION 10 : LONGEVITY PROGRAM FOR EMPLOYEES.

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

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

This subsection shall only apply to employees hired on or after July 1, 1994.

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

All employees classified in Group 2 who are employed on or after July 1, 1995, who attain seven (7) years of consecutive uninterrupted service shall receive an additional five percent (5%) per month of their base salary. Such employees upon reaching their 7th anniversary date shall be entitled to receive said five percent (5%) per month upon said anniversary date. Further, such employees will not be entitled to receive any additional percentage increase to their base salary for further service.

This subsection shall only apply to all police employees in Group 2 hired on or after July 1, 1995.

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SECTION 11: PERFECT ATTENDANCE.

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

(a) Ten (10) Consecutive Years.

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

(b) Eleven (11) Consecutive Years.

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

(c) Twelve (12) Consecutive Years.

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

(d) Thirteen (13) Consecutive Years.

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

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

18 (a) Amendment to Resolution No. 5645.

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

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

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

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

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

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

(b) Vacation and Holiday Policies.

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

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

Employees in the classification represented by the Police Association in Group 2 shall receive during the applicable fiscal years, effective July 1, 1995, and expiring on August 31, 2005, one additional "in lieu" holiday if the City Council, during each such fiscal year, provides an additional holiday to miscellaneous/general employees in addition to those holidays provided for in Resolution No. 5645, Vacation and Holidays.

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

SECTION 13: DISCRETIONARY EDUCATIONAL ASSISTANCE PROGRAM-AMENDMENT OF RESOLUTION NO. 6687.

Paragraph 8 of Exhibit "A" of Resolution No. 6687 adopted on September 19, 1995, shall be amended to read as follows:

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"8. Reimbursement is limited to Two Thousand Dollars (\$2,000) per fiscal year. Such limitation was based upon tuition, fees and textbooks required by the California State University System (Los Angeles State University for the quarter system and Long Beach State University for the semester system)."

SECTION 14: PERFECT ATTENDANCE INCENTIVE PROGRAM - AMENDMENT OF RESOLUTION NO. 5950.

Resolution No. 5950 adopted on July 2, 1991, as amended by Resolution Nos. 5979, 6369, 7060, 7101, shall be further amended by adding a new Section 6 to read as follows:

"SECTION 6: Employees entitled to select an award from a Robbins Company brochure, in lieu of selecting that award, are permitted to apply the equivalent cost of the award toward the City's deferred compensation program, subject to the following conditions:

A. All deferred compensation arrangements paid for by the City shall be consistent with the provisions of the City's deferred compensation program.

B. The equivalent cost of a Robbins Company award shall be the average cost to the City of awards in all Robbins Company brochures from which an employee is entitled to make a selection based upon number of years of perfect attendance. The cost to the City shall be

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determined by the most current price list published by the Robbins Company. The City Administrator, or his designee, shall maintain a schedule of the average cost of such awards and make the same available to City employees."

SECTION 15: DRESS AND GROOMING POLICY.

The Dress and Grooming Policy for miscellaneous employees of the City of Vernon is set forth in Resolution No. 5941, as modified by a minute order of the Personnel Committee on March 2, 1998 and approved by the City Council on March 3, 1998.

SECTION 16: 40 HOUR WORK WEEK.

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

SECTION 17: FOUR DAY WORK WEEK.

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

- (a) City Administrator Authority.

The City Administrator is authorized to approve for inclusion in the four (4) day work week employees working in

1 specific positions;

2 (b) Workday Hours.

3
4 Employees shall work a workday starting at 7:00 a.m. to
5 5:30 p.m. or from 6:30 a.m. to 5:00 p.m. with a half hour lunch
6 break and two 15-minute coffee breaks. The City Administrator is
7 authorized to assign individual employees to work the appropriate
8 shift upon the recommendation of the department head.

9 (c) Vacation Benefits.

10 The vacation benefits for all employees working in said
11 four (4) day work week program are provided in Resolution No.
12 5645, as amended by Resolution No. 6124 and Section 10 of this
13 Resolution.

14 (d) Closure on Holidays.

15 The City Council of the City of Vernon hereby determines
16 that City Offices will be closed on all holidays and that Fridays,
17 Saturdays and Sundays shall be considered holidays for the
18 transaction of business as provided for in Section 6702 of the
19 Government Code.

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

21 That those employees participating in said four (4) day
22 work week and the 9/80 work week shall not receive the benefit of
23 holidays falling on Fridays or Saturdays, unless otherwise
24 approved by the City Council, but shall receive the benefit of
25 holidays falling on Sunday by celebrating said holidays on the
26 following Monday.

27 (f) Overtime.

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1 Any and all approved overtime worked by all City
2 employees in all departments shall be earned and paid in one-
3 fourth hour increments.

4 SECTION 18: COMPUTATION OF PAY.

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

13 (a) Hourly employees.

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

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

24 Fire Department personnel who serve on a twenty-four (24)
25 hour shift would be paid a widely fluctuating amount each pay
26 period if they were paid for hours actually worked; therefore,
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1 such employees shall be paid for the average number of hours in a
2 two (2) week period, one hundred and twelve (112) hours.

3 Exceptions for leave without pay hours shall be reported and
4 deducted from the average when pay is computed. The "Exception
5 Report" shall be in a form approved by the City Administrator;

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

8 The City Attorney, the City Administrator/City Clerk, and
9 the members of the City Council shall be paid biweekly pursuant to
10 Section 4 of Schedule I.

11 (d) Leave Without Pay.

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

16 (e) Exception to Leave Without Pay.

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

22 Whenever a Department Head certifies for pay an employee
23 who has been absent, he shall submit to the City Administrator/
24 City Clerk an employee signed absence form showing the reason for
25 such absence, length of service with the City, and total number of
26 hours absent. The approval of pay for employees for absent time
27 shall remain in the sole discretion of the City Council.
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1 (f) Return to Work.
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3 Any employee who has been absent from work for four (4)
4 days in a twelve-month period, with or without pay, due to injury
5 or illness, may not return to work unless the employee provides a
6 release from a physician or other health care provider ("doctor")
7 designated by the City. A department head may, at his or her
8 discretion, require an employee to obtain a release from the
9 City's designated doctor when the employee has been absent from
10 work due to illness or injury for fewer than four (4) days in a
11 twelve-month period. An employee who has been under the care and
12 treatment of his or her own doctor during such absence from work
13 must obtain a release for return to work from that doctor before
14 seeing the City's designated doctor. The approval of the return-
15 to-work of an employee shall remain in the sole discretion of the
16 City Council.

17 SECTION 19: 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 Employees who, with Department Head approval, use their
26 personal automobile during the performance of their assigned
27 duties shall be compensated with an automobile allowance as
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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 20: 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
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1 effective on the first day of the biweekly pay period next
2 following the satisfactory completion of their evaluation period
3 which is hereby fixed at twelve (12) months;

4 (b) Evaluation Period.

5
6 Section 1 declares that it is the intent of the City
7 Council to reserve unto the City Council, complete and exclusive
8 discretion to determine matters relating to discharge, suspension
9 or other matters of discipline of all employees in conformance
10 with its long standing view and policy that all employees of the
11 City of Vernon serve at the will and pleasure of the City Council.
12 Consistent with this policy, the City Council has previously
13 required all City employees to serve a one (1) year "probationary
14 period" during which new employees receive regular training and
15 regular monthly evaluations which provide continuous information
16 on their job performance.

17 It has always been the intent of the City Council that
18 all employees maintain their at-will employment status while
19 serving the probationary period, as well as after completion of
20 their probationary period. In order to further clarify the City
21 Council's intent, the "probationary period" label will no longer
22 be used. Instead, the first year of employment for all City
23 employees will now be known as the employee's "evaluation period."
24 During the evaluation period, all employees will undergo a program
25 of regular training and formal monthly reviews for a period of one
26 (1) full year from their date of hire. After completion of the
27 evaluation period, the employee will receive formal evaluations on
28 an annual basis and will remain subject to informal evaluations on

1 an as needed basis.

2 The purpose of the evaluation period is to give the City
3 an opportunity to monitor and evaluate the abilities of all new
4 employees. The evaluation period is not intended to provide or
5 lead to any property rights to employment. All City employees
6 will continue to maintain their at-will employment status both
7 during and after the evaluation period. Consistent with their at-
8 will status, all employees will remain subject to discipline and
9 termination, without cause, at the sole discretion of the City
10 Council.

11 All resolutions, policy manuals, employment agreements,
12 job fliers, and any other relevant documents, shall be changed to
13 make the description of the employee's first year of employment
14 consistent with this Section. To the extent that any City
15 documents can be interpreted as being inconsistent with this
16 Section, it is the intent of the City Council that this Section
17 shall prevail.

18 (c) Promotion or Merit Increase in Grade.

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

27 (d) Effective Date of Promotions.

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

(e) No Reduction of Pay by Promotion.

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

(f) General Wage and Salary Policy.

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

(g) 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 21: FAIR LABOR STANDARDS ACT.

The City Council reaffirms its implementation of the FLSA

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

10 **SECTION 22: DEPARTMENT OF COMMUNITY SERVICES:**

11 (a) Certificate of Registration.

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

17 (b) Personal Vehicle Allowance.

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

23 (c) Responsibility For Upkeep of Vehicle.

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

1 Exhibit "c."

2 (d) Additional Hours Worked.

3
4 All employees in the Department of Community Services,
5 except the Director of Community Services & Water, Civil
6 Engineer(s) and those in supervisory positions required to work
7 hours in addition to their regular forty (40) hour work week
8 (excluding any time off during such week), shall be compensated
9 for such additional hours worked.

10 SECTION 23: WATER DEPARTMENT WITHIN THE COMMUNITY
11 SERVICES DEPARTMENT:

12 (a) Certificate of Registration.

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

17 (b) Personal Vehicle Allowance.

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

23 (c) Responsibility for Upkeep of Vehicle.

24 The City shall not be responsible for repairs or any
25 additional costs for upkeep, fuel, lubrication, replacement in
26 whole or in part, or other expenses in connection with any such
27 vehicle beyond the respective amounts set forth in Schedule III,
28

1 Exhibit "C."

2 (d) Additional Hours Worked.

3
4 All employees in the Water Department, except the
5 Director of Community Services & Water and those in supervisory
6 positions required to work hours in addition to their regular
7 forty (40) hour work week (excluding any time off during such
8 week), shall be compensated for such additional hours worked.

9 (e) Dispatchers.

10 The Systems Manager, Systems Supervisor and Systems
11 Coordinator I and II shall serve as Dispatchers in the Water
12 Department and the compensation for said positions is included in
13 the compensation established for the positions in the Utilities
14 Department, Schedule II, Exhibit "B."

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

17 The compensation for the Director of Water is included in
18 the compensation established for the Director of Community
19 Services & Water in the Community Services Department.

20 SECTION 24: UTILITIES DEPARTMENT:

21 (a) Compensation of Certain Positions - City
22 Administrator/City Clerk Department.

23 The compensation for the following positions are included
24 in the compensation established for said position in the City
25 Administrator/ City Clerk Department, Schedule II, Exhibit "B."
26

27 (1) Chief Executive Officer--the city
28 Administrator/City Clerk shall serve as the Chief Executive

1 Officer of the Utilities Department;

2 (2) Accountant--an Accountant in the city
3 Administrator/City Clerk Department shall also serve as the
4 Accountant in the Utilities Department;
5

6 (3) Account Clerk--the Account Clerk in the city
7 Administrator/City Clerk Department shall also serve as the
8 Account Clerk in the Utilities Department.

9 (b) Personal Vehicle Allowance.

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

15 (c) Responsibility For Upkeep of Vehicle.

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

22 (d) Additional Hours Worked.

23 All employees in the Utilities Department, except the
24 Director of Utilities, Assistant Director of Engineering &
25 Operations, Assistant Director of Resource Management, Customer
26 Service & Information System Manager, Resource & Project Planning
27 Manager, Electrical Engineering Manager, and Systems Manager,
28 required to work hours in addition to their regular forty (40)

1 hour work week (excluding any time off during such week) shall be
2 compensated for such additional hours worked.

3 SECTION 25: FIRE DEPARTMENT:

4 (a) Fire Science Certificate.

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

9 (1) AA or AS Degree.

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

15 (b) Overtime.

16 Fire Department personnel, with the exception of the Fire
17 Chief and Battalion Chiefs, shall be paid for overtime worked as
18 certified to by the Fire Chief and approved by the City
19 Administrator for the following reasons:
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21 (1) Disasters.

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

26 Extraordinary circumstances requiring more than ordinary
27 law enforcement or fire protection staffing.
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(c) 10-Hour Personnel-Additional Work.

Eligible 10-hour Fire Department personnel shall be paid for such additional work at their assigned hourly rate.

(d) 24-Hour Shift Overtime.

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

(e) Uniform Allowance.

Vernon shall provide a uniform allowance as specified in Schedule IV, Exhibit "D," for the 1998-1999 fiscal year of Vernon, for the purchase of Uniforms and related equipment.

(f) Personal Vehicle Allowance.

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

(g) Merit Step.

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

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(h) Haz Mat Pay.

In addition to said salaries as set forth in Schedule II, Exhibit "B," each Haz Mat team member (33 members) shall receive an additional Fifty Dollars (\$50.00) per month. Said payment shall not be considered to be part of the employee's base monthly salary when computing fire science certificate incentives or AA or AS degree incentives.

SECTION 26: POLICE DEPARTMENT:

(a) MOU.

For purposes of this resolution, all of the provisions in the MOU dated March 1, 1988, adopted by the City Council of the City of Vernon on March 15, 1988, pursuant to Resolution No. 5489, as extended by a Side-Letter Agreement effective October 6, 1991, approved by the City Council of the City of Vernon on January 21, 1992, pursuant to Resolution No. 6001, and Second Side-Letter Agreement approved by the City Council of the City of Vernon on October 5, 1993, pursuant to Resolution No. 6258, the Third Side-Letter Agreement approved by the City Council of the City of Vernon on July 11, 1995, pursuant to Resolution No. 6656, and the Fourth Side-Letter Agreement, approved by the City Council of the City of Vernon on September 2, 1997, pursuant to Resolution 7009 are referenced herein as though fully set forth at length.

(b) Overtime.

Police Department personnel, with the exception of the Police Chief and the Police Captain, shall be paid for overtime work as certified to by the Police Chief and approved by the City

1 Administrator for the following reasons:

2 (1) Disasters.

3 Disasters such as major fires, civil disturbances, and
4 other emergency situations;

5 (2) Extraordinary Circumstances.

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

8 (c) Court Appearances.

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

13 (1) Court Day Defined.

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

20 (d) Standby Status.

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

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

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

4 (1) POST Intermediate Certificate.

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

8 (2) POST Advanced Certificate.

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

12 (3) Incentive Compensation.

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

19 (f) Field Training Officers.

20 Police officers assigned by the Chief of Police, or his
21 designee, as Field Training Officers shall receive a differential
22 of five percent (5%) of their base salary for the period so
23 assigned. Each officer assigned as a Field Training Officer shall
24 complete a P.O.S.T. approved Field Training Officer School prior
25 to assignment. The number of field training officers,
26 qualifications, and training for such assignment shall be
27
28

1 determined by the Chief of Police. Such assignment shall be
2 revoked at any time without recourse to the disciplinary
3 procedure.

4 (g) Personal Vehicle Allowance.

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

11 (h) Personal Vehicle Use and Maintenance.

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

18 (i) Uniform Allowance.

19 Vernon shall provide a uniform allowance as specified in
20 Schedule IV, Exhibit "D," for the 1998-1999 fiscal year of Vernon,
21 for the purchase of Uniform and related equipment.
22

23 (j) Merit Steps.

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

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(k) Anniversary Date.

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

(l) Detective Assignment.

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

(m) Patrol Personnel.

Patrol personnel shall work a ten (10) hour shift. The first one-half hour shall be used for briefing and training purposes. Lunch time equal to one-half hour (Code 7) shall be part of the shift and is only compensable if actually interrupted

1 for purposes of an emergency service call or not allowed. If Code
2 7 is interrupted for an emergency service call or Code 7 is not
3 allowed, the officer will be compensated for one-half hour
4 straight time or be granted one-half hour Code 7 time at a later
5 part of his/her shift. An officer who elects additional
6 compensation shall not be granted additional Code 7 time during
7 his/her shift. The current method of scheduling and utilizing
8 Code 7 time, with the exceptions stated above shall continue.

9 (n) Experimental 4/10 Plan.

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

16 (o) Tuition Reimbursement.

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

25 SECTION 27: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

26 (a) Personal Vehicle Allowance.

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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."

(b) Personal Vehicle Use and Maintenance.

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

(c) Additional Work Compensation.

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

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

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

(e) City Administrator/City Clerk Benefits.

In addition to the salary provided for in Schedule II,

1 Exhibit "B," and the benefits provided for herein, the City
2 Administrator/City Clerk shall be provided the following:

3 (1) Medical and Dental Expenses.

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

6 (2) Employee Activity Expense Reimbursement.

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

9 (3) Executive Leave.

10 Twenty-two (22) days of executive leave effective
11 July 1, 1998;

12 (4) ICMA Retirement.

13 The City shall deposit the sum of \$8,000.00 on January 1
14 of 1999 to the ICMA Retirement Corporation as deferred
15 compensation, all of said amount shall be credited to his
16 individual account, and said \$8,000.00 shall be deposited each and
17 every year thereafter on or about January 1 for as long as
18 employee is employed by the city;

19 (5) IRA Account.

20 The City, who opened an IRA account and deposited the sum
21 of \$2,000.00 effective January 1, 1986, shall deposit the sum of
22 \$2,000.00 effective January 1, 1999, and said \$2,000.00 shall be
23 deposited each and every year thereafter on or about January 1 for
24 as long as employee is employed by the City;

25 (6) Unused Vacation/Executive Leave.

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

(7) Vacation.

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

(8) Membership in Country Club.

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

(9) Automobile Insurance.

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

(10) Limousine Service.

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

(11) Hours of Work.

The hours of work to be as necessary;

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

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

(13) Life Insurance.

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

(f) City Attorney Compensation.

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

SECTION 28: 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 and/or other miscellaneous meetings or negotiations, authorized by the City Council or Redevelopment Agency, 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

1		
2	Finance Committee	\$100.00
3	Police/Fire Commission	\$ 50.00
4	Redevelopment Agency - not to exceed 4 meetings per month	\$ 30.00
5	Industrial Development Authority	\$ 50.00
6	Southeast Community Development Corporation	\$100.00
7	East Los Angeles College Community Task Force Cities	\$100.00
8	Southeast Water Coalition Alternate	\$100.00
9		
10	Board Meetings of Water Replenishment District of Southern California	\$100.00
11		
12	Committee Meetings of Water Replenishment District of Southern California	\$100.00
13		
14	Board Meetings of Central Basin Municipal Water District	\$100.00
15		
16	Committee Meetings of Central Basin Municipal Water District	\$100.00
17		
18	Southeast Cities Traffic Improvement Authority - (Slauson Avenue/710 Freeway Interchange Project) Director and Alternate	\$100.00
19		
20	Alameda Corridor Transportation Authority Alternate	\$100.00
21		
22	Committee Meetings of the Alameda Corridor Transportation Authority	\$100.00
23		
24	Southeast Cities Transportation Authority Director	\$100.00
25		
26	Southeast Cities Transportation Authority Alternate Director	\$100.00
27		
28	Committee Meetings of the Southeast Cities Transportation Authority	\$100.00
	(b) To each councilmember a per meeting attendance allowance for all other miscellaneous meetings or	

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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 (½) day [(4) four hours] \$ 250.00
- For meetings which exceed one-half (½) day \$ 500.00

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

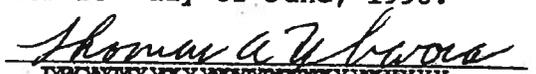
SECTION 29: Repeal of Certain Resolutions.

All resolutions, or parts of resolutions not consistent with or in conflict with this resolution, specifically Resolution Nos. 6976, 7010, 7022, 7058, 7116 and 7139 are hereby repealed.

SECTION 30: Certification of Passage.

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

APPROVED AND ADOPTED this 25th day of June, 1998.


~~DEONTES DIX~~
THOMAS A. YBARRA, Mayor Pro Tem

ATTEST:

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"

A - 2

SCHEDULE II

0.0225

**DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE**

		MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 1	\$10,839.00
	2	\$10,274.00
	3	\$9,738.00
	4	\$9,230.00
	5	\$8,749.00
	6	\$8,293.00
	7	\$7,861.00
	8	\$7,451.00
CIVIL ENGINEER - 2110	STEP 1	\$8,182.00
	2	\$7,755.00
	3	\$7,351.00
	4	\$6,968.00
	5	\$6,605.00
	6	\$6,261.00
	7	\$5,935.00
	8	\$5,626.00
ENGINEERING ASSOCIATE - 2120	STEP 1	\$7,048.00
	2	\$6,681.00
	3	\$6,333.00
	4	\$6,003.00
	5	\$5,690.00
	6	\$5,393.00
	7	\$5,112.00
	8	\$4,845.00
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 SENIOR BUILDING INSPECTOR - 4450	STEP 1	\$6,304.00
	2	\$5,975.00
	3	\$5,664.00
	4	\$5,369.00
	5	\$5,089.00
	6	\$4,824.00
	7	\$4,573.00
	8	\$4,335.00
FOREMAN - 2170	STEP 1	\$5,506.00
	2	\$5,219.00
	3	\$4,947.00
	4	\$4,689.00
	5	\$4,445.00
	6	\$4,213.00
	7	\$3,993.00
	8	\$3,785.00

SCHEDULE II

0.0225

**DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE**

		MONTHLY SALARY
ENGINEERING TECHNICIAN - 2180 MECHANICAL & PLUMBING INSPECTOR - 2800 ELECTRICAL INSPECTOR - 2900	STEP 1	\$5,359.00
	2	\$5,080.00
	3	\$4,815.00
	4	\$4,564.00
	5	\$4,326.00
	6	\$4,100.00
	7	\$3,886.00
	8	\$3,683.00
CODE ENFORCEMENT INSPECTOR - 4460	STEP 1	\$5,103.00
	2	\$4,837.00
	3	\$4,585.00
	4	\$4,346.00
	5	\$4,119.00
	6	\$3,904.00
	7	\$3,700.00
	8	\$3,507.00
UTILITYMAN I - 2290 SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700 ENGINEERING AIDE I - 2300 PLANNING ASSISTANT - 2330	STEP 1	\$4,809.00
	2	\$4,558.00
	3	\$4,320.00
	4	\$4,095.00
	5	\$3,882.00
	6	\$3,680.00
	7	\$3,488.00
	8	\$3,306.00
UTILITYMAN II - 2310 SECRETARY - 4360 ENGINEERING AIDE II - 2320 SENIOR UTILITY CLERK - 4200	STEP 1	\$3,881.00
	2	\$3,679.00
	3	\$3,487.00
	4	\$3,305.00
	5	\$3,133.00
	6	\$2,970.00
	7	\$2,815.00
	8	\$2,668.00
	9	\$2,529.00

SCHEDULE II

0.0225

**DEPARTMENT OF COMMUNITY SERVICES
SALARY SCALE**

		MONTHLY SALARY
UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
UTILITYMAN IV - 2380	STEP 1	\$2,529.00
	2	\$2,397.00
	3	\$2,272.00
	4	\$2,154.00
	5	\$2,042.00
	6	\$1,936.00
	7	\$1,835.00
	8	\$1,739.00
UTILITY CLERK - 4220	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
	9	\$2,042.00
	10	\$1,936.00
APPRENTICE MECHANIC - 2660	STEP 1	\$2,387.00
	2	\$2,263.00
	3	\$2,145.00
	4	\$2,033.00
	5	\$1,927.00
	6	\$1,827.00
	7	\$1,732.00
	8	\$1,642.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$8.00 TO \$50.00 PER HOUR IS HEREBY ESTABLISHED AND THE TEMPORARY EMPLOYEE SHALL BE ASSIGNED AN APPROPRIATE SALARY BY THE CITY COUNCIL WITHIN SAID RANGE.

SCHEDULE II
COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE

0.0225

		MONTHLY SALARY
ENGINEERING ASSOCIATE - 2120	STEP 1	\$7,048.00
	2	\$6,681.00
	3	\$6,333.00
	4	\$6,003.00
	5	\$5,690.00
	6	\$5,393.00
	7	\$5,112.00
	8	\$4,845.00
FOREMAN - 2170	STEP 1	\$5,506.00
	2	\$5,219.00
	3	\$4,947.00
	4	\$4,689.00
	5	\$4,445.00
	6	\$4,213.00
	7	\$3,993.00
	8	\$3,785.00
ENGINEERING TECHNICIAN - 2180	STEP 1	\$5,359.00
	2	\$5,080.00
	3	\$4,815.00
	4	\$4,564.00
	5	\$4,326.00
	6	\$4,100.00
	7	\$3,886.00
	8	\$3,683.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,809.00
	2	\$4,558.00
	3	\$4,320.00
	4	\$4,095.00
	5	\$3,882.00
	6	\$3,680.00
	7	\$3,488.00
	8	\$3,308.00

SCHEDULE II

0.0225

**COMMUNITY SERVICES
WATER DEPARTMENT SALARY SCALE**

		MONTHLY SALARY
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320	STEP 1	\$3,881.00
	2	\$3,679.00
	3	\$3,487.00
	4	\$3,305.00
	5	\$3,133.00
	6	\$2,970.00
	7	\$2,815.00
	8	\$2,668.00
	9	\$2,529.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
UTILITYMAN IV - 2380	STEP 1	\$2,529.00
	2	\$2,397.00
	3	\$2,272.00
	4	\$2,154.00
	5	\$2,042.00
	6	\$1,936.00
	7	\$1,835.00
	8	\$1,739.00
UTILITY CLERK - 4220	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
	9	\$2,042.00
	10	\$1,936.00

SCHEDULE II

0.0225

UTILITIES DEPARTMENT SALARY SCALE

MONTHLY SALARY

DIRECTOR OF UTILITIES- 2101	STEP 1	\$11,379.00
	2	\$10,786.00
	3	\$10,224.00
	4	\$9,691.00
	5	\$9,186.00
	6	\$8,707.00
	7	\$8,253.00
	8	\$7,823.00
ASSISTANT DIRECTOR OF - 5199 ENGINEERING & OPERATIONS	STEP 1	\$8,767.00
	2	\$8,310.00
	3	\$7,877.00
	4	\$7,466.00
	5	\$7,077.00
	6	\$6,708.00
	7	\$6,358.00
ASSISTANT DIRECTOR OF - 5306 RESOURCE MANAGEMENT	STEP 1	\$8,221.00
	2	\$7,792.00
	3	\$7,388.00
	4	\$7,001.00
	5	\$6,636.00
	6	\$6,290.00
	7	\$5,962.00
	8	\$5,651.00
ELECTRICAL ENGINEERING MANAGER - 5299	STEP 1	\$7,793.00
	2	\$7,387.00
	3	\$7,002.00
	4	\$6,637.00
	5	\$6,291.00
	6	\$5,963.00
	7	\$5,652.00
	8	\$5,357.00
RESOURCE & PROJECT - 5198 PLANNING MANAGER	STEP 1	\$7,048.00
	2	\$6,681.00
	3	\$6,333.00
	4	\$6,003.00
	5	\$5,690.00
	6	\$5,393.00
	7	\$5,112.00
	8	\$4,845.00
ELECTRICAL ENGINEER - 5301 RESOURCE ENGINEER - 5309	STEP 1	\$6,003.00
	2	\$5,690.00
	3	\$5,393.00
	4	\$5,112.00
	5	\$4,845.00
	6	\$4,592.00
	7	\$4,353.00
	8	\$4,126.00
ASSOCIATE ENGINEER - 5302 ENERGY MANAGEMENT REPRESENTATIVE - 5312	STEP 1	\$3,588.00
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ENERGY MANAGEMENT REPRESENTATIVE - 5312 (TRAINEE)	10	

SCHEDULE II
 EXHIBIT "B" PAGE 6

SCHEDULE II

0.0225

MUNICIPAL UTILITIES DEPARTMENT SALARY SCALE

MONTHLY SALARY

CUSTOMER SERVICE & INFORMATION SYSTEM MANAGER - 4110	STEP 1	\$8,713.00
	2	\$6,363.00
	3	\$6,031.00
	4	\$5,717.00
	5	\$5,419.00
	6	\$5,136.00
	7	\$4,868.00
GAS SYSTEMS SUPERINTENDENT - 5101	STEP 1	\$5,809.00
	2	\$5,506.00
	3	\$5,219.00
	4	\$4,947.00
	5	\$4,689.00
	6	\$4,445.00
	7	\$4,213.00
INFORMATION SYSTEM ANALYST - 5100 INFORMATION SYSTEM SPECIALIST I - 4390 ASSOCIATE RESOURCE SCHEDULER - 5102	STEP 1	\$4,947.00
	2	\$4,689.00
	3	\$4,445.00
	4	\$4,213.00
	5	\$3,993.00
	6	\$3,785.00
	7	\$3,588.00
	8	\$3,401.00
CUSTOMER SERVICE REPRESENTATIVE - 4111 INFORMATION SYSTEM SPECIALIST II - 4380	1	\$3,675.00
	2	\$3,483.00
	3	\$3,301.00
	4	\$3,129.00
	5	\$2,966.00
	6	\$2,811.00
	7	\$2,664.00
	8	\$2,525.00
	9	\$2,393.00
	10	\$2,268.00
METER READER - 5205	STEP 1	\$3,590.00
	2	\$3,403.00
	3	\$3,228.00
	4	\$3,058.00
	5	\$2,899.00
	6	\$2,748.00
	7	\$2,605.00
	8	\$2,469.00

SCHEDULE II

0.0225

MUNICIPAL UTILITIES DEPARTMENT SALARY SCALE

MONTHLY SALARY

POWER RESOURCE COORDINATOR - 5400 SENIOR ELECTRONICS TECHNICIAN - 5315	STEP 1	\$6,569.00
	2	\$8,227.00
	3	\$5,902.00
	4	\$5,594.00
	5	\$5,302.00
	6	\$5,026.00
	7	\$4,764.00
	8	\$4,516.00
ELECTRONICS TECHNICIAN - 5111	STEP 1	\$5,534.00
	2	\$5,245.00
	3	\$4,972.00
	4	\$4,713.00
	5	\$4,467.00
	6	\$4,234.00
	7	\$4,013.00
	8	\$3,804.00
UTILITYMAN I - 2290 ENGINEERING AIDE I - 2300	STEP 1	\$4,809.00
	2	\$4,558.00
	3	\$4,320.00
	4	\$4,095.00
	5	\$3,882.00
	6	\$3,680.00
	7	\$3,488.00
	8	\$3,306.00
UTILITYMAN II - 2310 ENGINEERING AIDE II - 2320 ASSISTANT ELECTRONICS TECHNICIAN - 5112 ADMINISTRATIVE ASSOCIATE - 5103	STEP 1	\$3,881.00
	2	\$3,679.00
	3	\$3,487.00
	4	\$3,305.00
	5	\$3,133.00
	6	\$2,970.00
	7	\$2,815.00
	8	\$2,668.00
	9	\$2,529.00
UTILITYMAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
UTILITYMAN IV - 2380	STEP 1	\$2,529.00
	2	\$2,397.00
	3	\$2,272.00
	4	\$2,154.00
	5	\$2,042.00
	6	\$1,936.00
	7	\$1,835.00
	8	\$1,739.00

**SCHEDULE II
 EXHIBIT "B" PAGE 8**

SCHEDULE II

0.0225

MUNICIPAL UTILITIES DEPARTMENT SALARY SCALE

MONTHLY SALARY

SENIOR POWER SCHEDULER - 5303	STEP 1	\$5,953.00
	2	\$5,643.00
	3	\$5,349.00
	4	\$5,070.00
	5	\$4,806.00
	6	\$4,555.00
	7	\$4,318.00
SENIOR SUBSTATION ELECTRICIAN - 5216	STEP 1	\$5,304.00
	2	\$5,027.00
	3	\$4,765.00
	4	\$4,517.00
	5	\$4,282.00
	6	\$4,059.00
	7	\$3,847.00
SUBSTATION ELECTRICIAN - 5212	STEP 1	\$4,713.00
	2	\$4,467.00
	3	\$4,234.00
	4	\$4,013.00
	5	\$3,804.00
	6	\$3,606.00
	7	\$3,418.00
	8	\$3,240.00
ELECTRIC SERVICE PLANNER - 5305	STEP 1	\$6,023.00
	2	\$5,709.00
	3	\$5,411.00
	4	\$5,129.00
	5	\$4,862.00
	6	\$4,609.00
	7	\$4,369.00
	8	\$4,141.00
MAINTENANCE TECHNICIAN - 5104	STEP Y	\$4,122.00
	STEP 1	\$3,590.00
	2	\$3,403.00
	3	\$3,228.00
	4	\$3,058.00
	5	\$2,899.00
	6	\$2,748.00
	7	\$2,605.00
8	\$2,469.00	
ASSISTANT ENGINEER - 5204	STEP 1	\$5,359.00
	2	\$5,080.00
	3	\$4,815.00
	4	\$4,564.00
	5	\$4,326.00
	6	\$4,100.00
	7	\$3,886.00
	8	\$3,683.00

SCHEDULE II
EXHIBIT "B" PAGE 9

SCHEDULE II

0.0225

MUNICIPAL UTILITIES DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SYSTEMS MANAGER - 5200	STEP 1	\$6,822.00
	2	\$6,466.00
	3	\$6,129.00
	4	\$5,809.00
	5	\$5,506.00
	6	\$5,219.00
	7	\$4,947.00
	8	\$4,689.00
SYSTEMS SUPERVISOR - 5201	STEP 1	\$6,128.00
	2	\$5,809.00
	3	\$5,506.00
	4	\$5,219.00
	5	\$4,947.00
	6	\$4,689.00
	7	\$4,445.00
	8	\$4,213.00
SYSTEMS COORDINATOR I - 5202 RESOURCE SCHEDULER - 5308	STEP 1	\$5,727.00
	2	\$5,428.00
	3	\$5,145.00
	4	\$4,877.00
	5	\$4,623.00
	6	\$4,382.00
	7	\$4,154.00
	8	\$3,937.00
	9	\$3,732.00
SYSTEMS COORDINATOR II - 5203	STEP 1	\$4,235.00
	2	\$4,014.00
	3	\$3,805.00
	4	\$3,607.00
	5	\$3,419.00
	6	\$3,241.00
	7	\$3,072.00
	8	\$2,912.00
SYSTEMS COORDINATOR II -5203 (TRAINEE)	10	\$2,476.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$6.00 TO \$50.00 PER HOUR IS HEREBY ESTABLISHED AND THE TEMPORARY EMPLOYEE SHALL BE ASSIGNED AN APPROPRIATE SALARY BY THE CITY COUNCIL WITHIN SAID RANGE.

SCHEDULE II
EXHIBIT "B" PAGE 10

SCHEDULE II

0.0225

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

CHIEF - 1100	STEP 1	\$8,632.00
	2	\$8,182.00
	3	\$7,755.00
	4	\$7,351.00
	5	\$6,968.00
	6	\$6,605.00
	7	\$6,261.00
BATTALION CHIEF - 6120 ADMINISTRATIVE BATTALION CHIEF - 6220	STEP 1	\$6,990.00
	2	\$6,626.00
	3	\$6,281.00
	4	\$5,954.00
	5	\$5,644.00
	6	\$5,350.00
	7	\$5,071.00
CAPTAIN - 6130 ADMINISTRATIVE CAPTAIN - 6230	STEP 1	\$5,810.00
	2	\$5,507.00
	3	\$5,220.00
	4	\$4,948.00
	5	\$4,690.00
	6	\$4,445.00
	7	\$4,213.00
ENGINEER - 6150 ADMINISTRATIVE ENGINEER - 6250	STEP 1	\$4,878.00
	2	\$4,624.00
	3	\$4,383.00
	4	\$4,155.00
	5	\$3,938.00
	6	\$3,733.00
	7	\$3,538.00
FIREFIGHTER - 6180 ADMINISTRATIVE FIREFIGHTER - 6280	STEP 1	\$4,162.00
	2	\$3,945.00
	3	\$3,739.00
	4	\$3,544.00
	5	\$3,359.00
	6	\$3,184.00

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

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

SCHEDULE II

0.0225

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

BATTALION CHIEF - 1120 ADMINISTRATIVE BATTALION CHIEF - 1220	STEP 1	\$6,656.00
	2	\$6,309.00
	3	\$5,980.00
	4	\$5,668.00
	5	\$5,373.00
	6	\$5,093.00
	7	\$4,827.00
CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230	STEP 1	\$5,534.00
	2	\$5,245.00
	3	\$4,972.00
	4	\$4,713.00
	5	\$4,467.00
	6	\$4,234.00
	7	\$4,013.00
ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250	STEP 1	\$4,646.00
	2	\$4,404.00
	3	\$4,174.00
	4	\$3,956.00
	5	\$3,750.00
	6	\$3,555.00
	7	\$3,370.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280	STEP 1	\$3,963.00
	2	\$3,756.00
	3	\$3,560.00
	4	\$3,374.00
	5	\$3,198.00
	6	\$3,031.00

FIRE DEPARTMENT PERSONNEL HIRED AFTER 1986

SCHEDULE II
EXHIBIT "B" PAGE 11B

SCHEDULE II

0.0225

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

SECRETARY - 4360

STEP 1	\$3,881.00
2	\$3,679.00
3	\$3,487.00
4	\$3,305.00
5	\$3,133.00
6	\$2,970.00
7	\$2,815.00
8	\$2,668.00
9	\$2,529.00

UTILITY CLERK - 4220

STEP 1	\$3,133.00
2	\$2,970.00
3	\$2,815.00
4	\$2,668.00
5	\$2,529.00
6	\$2,397.00
7	\$2,272.00
8	\$2,154.00
9	\$2,042.00
10	\$1,936.00

SCHEDULE II

0.0225

POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 3100	STEP 1	\$9,393.00
	2	\$8,903.00
	3	\$8,439.00
	4	\$7,999.00
	5	\$7,582.00
	6	\$7,187.00
	7	\$6,812.00
CAPTAIN - 3110	STEP 1	\$7,491.00
	2	\$7,100.00
	3	\$6,730.00
	4	\$6,379.00
	5	\$6,046.00
	6	\$5,731.00
	7	\$5,432.00
LIEUTENANT - 3120	STEP 1	\$6,329.00
	2	\$5,999.00
	3	\$5,688.00
	4	\$5,390.00
	5	\$5,109.00
	6	\$4,843.00
	7	\$4,591.00
RECORDS MANAGER - 4270	STEP 1	\$5,271.00
	2	\$4,996.00
	3	\$4,736.00
	4	\$4,489.00
	5	\$4,255.00
	6	\$4,033.00
	7	\$3,823.00
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 1	\$3,881.00
	2	\$3,679.00
	3	\$3,487.00
	4	\$3,305.00
	5	\$3,133.00
	6	\$2,970.00
	7	\$2,815.00
	8	\$2,668.00
	9	\$2,529.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
	9	\$2,042.00
	10	\$1,936.00

SCHEDULE II

0.0225

POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CIVILIAN COURT OFFICER - 4370	STEP 1	\$3,740.00
	2	\$3,545.00
	3	\$3,360.00
	4	\$3,185.00
	5	\$3,019.00
	6	\$2,862.00
	7	\$2,713.00
	8	\$2,572.00
VERNON SERVICE OFFICER - 4300	STEP 1	\$3,058.00
	2	\$2,899.00
	3	\$2,748.00
	4	\$2,605.00
	5	\$2,469.00
	6	\$2,340.00
	7	\$2,218.00
	8	\$2,102.00
POLICE CADET - 3180	STEP 1	\$2,415.00
	2	\$2,289.00
	3	\$2,170.00
	4	\$2,057.00
	5	\$1,950.00
	6	\$1,848.00
	7	\$1,752.00
	8	\$1,661.00
SERGEANTS - 3130	STEP 1	\$5,136.00
	2	\$4,868.00
	3	\$4,614.00
	4	\$4,373.00
	5	\$4,145.00
	6	\$3,929.00
POLICE OFFICER - 3340	STEP 1	\$4,320.00
	2	\$4,095.00
	3	\$3,882.00
	4	\$3,680.00
	5	\$3,488.00
	6	\$3,306.00

SCHEDULE II

0.0225

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$28,716.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$9,178.00
	2	\$8,700.00
	3	\$8,246.00
	4	\$7,816.00
	5	\$7,409.00
	6	\$7,023.00
	7	\$6,657.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	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
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	\$7,167.00
	2	\$6,793.00
	3	\$6,439.00
	4	\$6,103.00
	5	\$5,785.00
	6	\$5,483.00
	7	\$5,197.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	\$6,680.00
	2	\$6,332.00
	3	\$6,002.00
	4	\$5,689.00
	5	\$5,392.00
	6	\$5,111.00
	7	\$4,845.00

SCHEDULE II

0.0225

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

	MONTHLY SALARY	
CHIEF DEPUTY CITY CLERK/SECRETARY TO THE CITY ADMINISTRATOR - 4280	STEP 1	\$5,271.00
	2	\$4,996.00
	3	\$4,736.00
	4	\$4,489.00
	5	\$4,255.00
	6	\$4,033.00
	7	\$3,823.00
	8	\$3,624.00
ACCOUNTANT - 4130	STEP 1	\$4,487.00
	2	\$4,253.00
	3	\$4,031.00
	4	\$3,821.00
	5	\$3,622.00
	6	\$3,433.00
	7	\$3,254.00
	8	\$3,084.00
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 1	\$4,262.00
	2	\$4,040.00
	3	\$3,829.00
	4	\$3,629.00
	5	\$3,440.00
	6	\$3,261.00
	7	\$3,091.00
	8	\$2,930.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$5,646.00
	2	\$5,352.00
	3	\$5,073.00
	4	\$4,809.00
	5	\$4,558.00
	6	\$4,320.00
	7	\$4,095.00
	8	\$3,882.00

SCHEDULE II

0.0225

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

PAYROLL CLERK - 4180	STEP 1	\$3,881.00
SENIOR DISPATCHER(COMMUNICATIONS) - 4600	2	\$3,679.00
SENIOR UTILITY CLERK - 4520	3	\$3,487.00
SECRETARY - 4360	4	\$3,305.00
PURCHASING ASSISTANT - 4910	5	\$3,133.00
	6	\$2,970.00
	7	\$2,815.00
	8	\$2,668.00
	9	\$2,529.00
ADMINISTRATIVE AIDE I - 4900	STEP 1	\$3,441.00
	2	\$3,262.00
	3	\$3,092.00
	4	\$2,931.00
	5	\$2,778.00
	6	\$2,633.00
	7	\$2,496.00
	8	\$2,366.00
	9	\$2,243.00
	10	\$2,126.00
DISPATCHER(COMMUNICATIONS) - 4500	STEP 1	\$3,133.00
ENVIRONMENTAL TECHNICIAN - 4350	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00

SCHEDULE II

0.0225

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

ACCOUNT CLERK - 4230	STEP 1	\$3,289.00
	2	\$3,118.00
	3	\$2,955.00
	4	\$2,801.00
	5	\$2,655.00
	6	\$2,517.00
	7	\$2,386.00
	8	\$2,262.00
	9	\$2,144.00
	10	\$2,032.00
TYPIST/SWITCHBOARD OPERATOR - 4210 UTILITY CLERK - 4220 PERSONNEL CLERK - 4240	STEP 1	\$3,133.00
	2	\$2,970.00
	3	\$2,815.00
	4	\$2,668.00
	5	\$2,529.00
	6	\$2,397.00
	7	\$2,272.00
	8	\$2,154.00
	9	\$2,042.00
	10	\$1,936.00
COUNCILMAN		\$1,816.00
DEPUTY CITY TREASURER		\$100.00
CITY ATTORNEY - 4800		\$24,070.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$6.00 TO \$50.00 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
ASSISTANT DIRECTOR OF RESOURCE MANAGEMENT	\$260.00
CHIEF DEPUTY CITY CLERK	\$110.00
OFFICE MANAGER	\$150.00
ASSISTANT DIRECTOR OF ENGINEERING & OPERATIONS	\$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**

1998-99

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 1998-99 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 1998.

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, 1998.

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, 1998.

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 1998-99 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, 1998:

Court Pay, effective September 1, 1998:

All Day Appearance	\$175.00
Half Day Appearance	\$120.00
Stand-by (all day)	\$100.00
Stand-by (1/2 day)	\$50.00

SCHEDULE V
Exhibit "E"