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RESOLUTION NO. 7359

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 1999, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 29, 1999

AMENDMENTS TO RESOLUTION NO. 7359				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

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OF
1999-2000 SALARY RESOLUTION

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RESOLUTION NO. 7359

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3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES
5 OF SAID CITY AS OF JULY 1, 1999, AUTHORIZING CERTAIN
6 EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645
7 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

8 WHEREAS, Resolution No. 7165 adopted on June 25, 1998, as
9 amended by Resolution Nos. 7210, 7220, 7302 and 7307 adopted on
10 August 18, 1998, October 6, 1998; March 30, 1999 and April 13, 1999,
11 respectively, fixed the compensation for certain employees of the City
12 of Vernon and authorized certain expense allowances as of July 1, 1998;
13 and

14 WHEREAS, the City Council of the City of Vernon wishes to fix
15 the compensation and other benefits for employees of the City of Vernon
16 as indicated in their respective schedules as of July 1, 1999; and

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

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

26 WHEREAS, the City Council of the City of Vernon in Resolution
27 Nos. 5120, adopted on June 29, 1984, and 6258, adopted on October 5,
28 1993, provided that the City shall pay the employees' total
contribution to PERS; and

WHEREAS, on April 12, 1988, by voter approval, the City of

1 Vernon became a Charter City; and

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

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

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

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

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

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

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

26 WHEREAS, Resolution No. 4677 was adopted by the City Council
27 of the City of Vernon on October 16, 1979, establishing a four (4) day
28 work week and the City Council wishes to reaffirm the continuation of

1 said program; and

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

5 WHEREAS, the City Council provides for a deferred compensation
6 program and investment program for City employees by Resolution Nos.
7 4955, 5042, 5489, 5671, 6176 and 6177 adopted on November 16, 1982,
8 September 20, 1983, March 15, 1988, September 5, 1989, and October 20,
9 1992, respectively; and

10 WHEREAS, the City Council by Resolution No. 5941 adopted on
11 June 18, 1991, which was modified by a minute order adopted by the
12 Personnel Committee on March 2, 1998 and approved by the City Council
13 on March 3, 1998, approved a Dress and Grooming Policy for
14 miscellaneous employees of the City of Vernon; and

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

18 WHEREAS, by this Resolution the City Council intends to amend
19 Resolution No. 5946 to provide for the incorporation of the Gas
20 Municipal Utility Department in the Utilities Department created
21 herein; and

22 WHEREAS, the City Council by Resolution No. 5950 adopted on
23 July 2, 1991, as amended by Resolution Nos. 5979, 6369, 7060 and 7101
24 adopted on August 20, 1991, December 21, 1993, December 16, 1997 and
25 June 2, 1998, respectively, established an attendance incentive program
26 wherein qualified employees are eligible to select gifts from specified
27 brochures; and

28 WHEREAS, the City Council by Resolution No. 6687 adopted on

1 September 19, 1995, adopted a discretionary educational assistance
2 program; and

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

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

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

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

28 WHEREAS, the City Council by Resolution No. 6232 adopted on

1 April 6, 1993, adopted a policy to prevent sexual harassment; and

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

5 WHEREAS, the City Council has established medical benefits for
6 employees of the City of Vernon as provided by Resolution No. 7258
7 adopted by the City Council of the City of Vernon on January 5, 1999;
8 and

9 WHEREAS, the City Council by Resolution No. 7361 adopted on
10 June 29, 1999, approved the payment of insurance premiums for life,
11 health and dental benefits as such benefits are in effect as of
12 June 30, 1999, for all full-time regular employees only and their
13 dependents during the 1999-2000 fiscal year as follows: (1) all
14 miscellaneous employees; (2) all Fire Department employees; (3) all
15 sworn police officers, including Group 2 who are represented by the
16 Vernon Police Officers' Benefit Association, and the following officers
17 of the City: the City Administrator and City Councilmen; and

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

23 WHEREAS, the City Council by Resolution No. 7362 adopted on
24 June 29, 1999, approved the continued payment of health insurance
25 premiums for certain categories of retired employees during the 1999-
26 2000 fiscal year; and

27 WHEREAS, the City Council by Resolution No. 6355 adopted on
28 November 23, 1993, adopted a Superior Performance and Ideas Resulting

1 in Tangible Savings Program; and

2 WHEREAS, the City Council by Resolution No. 6696 adopted on
3 October 17, 1995, as amended by Resolution No. 7295 on March 16, 1999
4 and Resolution No. 7344 on June 1, 1999, adopted a family and medical
5 leave policy; and

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

9 WHEREAS, the City Council by Resolution No. 6732 adopted on
10 January 23, 1996, adopted a drug and alcohol testing policy for
11 employees subject to Department of Transportation testing regulations;
12 and

13 WHEREAS, the City Council by Resolution No. 6907 adopted on
14 January 27, 1997, as amended by Resolution No. 7339 adopted on June 1,
15 1999, adopted an electronic mail policy for the City of Vernon; and

16 WHEREAS, the City Council by Resolution No. 7066 adopted on
17 January 6, 1998, and amended by Resolution No. 7081 on January 27,
18 1998, adopted the City of Vernon Fire Department Rules and Regulations;
19 and

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

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

26 WHEREAS, the City Council of the City of Vernon has previously
27 required all new employees to serve a one (1) year probationary period
28 during which time the employee receives formal training and monthly

1 evaluations; and

2 WHEREAS, consistent with the City Council's policy that all
3 City employees serve at the will and pleasure of the City Council, all
4 City employees are considered at-will employees while serving their one
5 (1) year probationary period, as well as after completion of the
6 probationary period; and

7 WHEREAS, in order to further clarify the intent and purpose of
8 the one (1) year training and monthly evaluation period for new
9 employees, the City Council wishes to terminate the use of the
10 probationary period label and to hereinafter refer to this period of
11 training and monthly evaluation as the employee's evaluation period;
12 and

13 WHEREAS, the City Council by Resolution No. 7193 approved on
14 July 28, 1998, adopted a mandatory retirement age of sixty-five (65)
15 for all City of Vernon Firefighters; and

16 WHEREAS, the City Council by Resolution No. 7261 approved on
17 January 26, 1999, adopted a City of Vernon Equal Employment Opportunity
18 Plan.

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

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

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

1 will and pleasure of the City Council.

2 SECTION 2: EMPLOYMENT AGREEMENT.

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

11 SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.

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

19 SECTION 4: EFFECTIVE DATE.

20 That effective July 1, 1999, there is hereby established and
21 approved compensation and other benefits and expenses provided for
22 herein as set forth below for employees and officers of the City of
23 Vernon. This resolution shall not affect or alter the existing
24 compensation of any officer or employee not specifically set forth
25 herein.

26 SECTION 5: DESIGNATION OF SCHEDULES.

27 That officers and employees of the City of Vernon shall
28 receive compensation in accordance with the formula adopted herein as

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

- 10 (a) Department of Community Services which includes the Water
11 Department;
- 12 (b) Utilities Department;
- 13 (c) Fire Department;
- 14 (d) Police Department;
- 15 (e) City Administrator/City Clerk Department.
- 16 (f) City Council Department

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

20 SECTION 6: PERS CONTRIBUTIONS.

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

26 SECTION 7: AUTO INSURANCE PROGRAM.

27 The City has established an auto insurance program pursuant to
28 Resolution No. 5741 wherein the City will contribute Twenty-Five

1 Dollars (\$25.00) per month per employee for all officers and employees
2 who participate in said program effective May 1, 1990, except that as
3 to police officers and sergeants, City will continue to contribute
4 Twenty-Three Dollars and Four Cents (\$23.04) per month.

5 SECTION 8: LIFE, HEALTH AND DENTAL BENEFITS.

6 (a) Life, Health and Dental Benefits.

7 The City Council by Resolution No. 7361 adopted on June 29,
8 1999, approved the payment of insurance premiums for life, health and
9 dental benefits as such benefits are in effect as of June 30, 1999, for
10 all full-time regular employees only and their dependents as follows:

11 (1) all miscellaneous employees; (2) all Fire Department employees; (3)
12 all sworn police officers, including Group 2 who are represented by the
13 Vernon Police Officers' Benefit Association, and the following officers
14 of the City: City Administrator and City Councilmen:

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

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

21 (c) Vision Care.

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

25 SECTION 9: LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED ON OR
26 BEFORE JUNE 30, 1994.

27 The City has established a longevity program for all
28 employees. The longevity program described in Section 9 herein will

1 apply to all employees, except police employees in Group 2, employed on
2 or before June 30, 1994. Said longevity program will also apply to
3 such police employees in Group 2 employed on or before June 30, 1995.
4 Thereafter, all employees, except police employees in Group 2, employed
5 on or after July 1, 1994, and, police employees in Group 2 employed on
6 or after July 1, 1995, shall only be entitled to longevity benefits
7 provided for in Section 10.

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

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

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

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

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

25 All eligible employees who have fifteen (15) years of
26 consecutive uninterrupted service on or before July 1, 1988, shall
27 receive an additional fifteen percent (15%) per month of their base
28 salary effective July 1, 1988, and every year thereafter until reaching

1 the next step. Employees upon reaching their 15th anniversary date
2 after July 1, 1988, shall be entitled to said fifteen percent (15%) per
3 month upon said anniversary date.

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

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

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

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

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

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

1 month upon said anniversary date.

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

4 The City Administrator shall be eligible upon reaching twenty-
5 five (25) years of consecutive uninterrupted service after October 15,
6 1995, to receive an additional twenty-five percent (25%) of his base
7 salary per month upon reaching his 25th anniversary date and shall be
8 entitled to said twenty-five percent (25%) per month upon said
9 anniversary date and every year thereafter.

10 (h) Compensation Not Cumulative.

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

13 SECTION 10: LONGEVITY PROGRAM FOR EMPLOYEES.

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

17 All eligible employees who are employed on or after July 1,
18 1994, who attain five (5) years of consecutive uninterrupted service
19 shall receive an additional five percent (5%) per month of their base
20 salary. Such employees upon reaching their 5th anniversary date shall
21 be entitled to receive said five percent (5%) per month upon said
22 anniversary date. Further, such employees will not be entitled to
23 receive any additional percentage increase to their base salary for
24 further service. This subsection shall only apply to employees hired
25 on or after July 1, 1994.

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

29 All employees classified in Group 2 who are employed on or
30 after July 1, 1995, who attain seven (7) years of consecutive

1 uninterrupted service shall receive an additional five percent (5%) per
2 month of their base salary. Such employees upon reaching their 7th
3 anniversary date shall be entitled to receive said five percent (5%)
4 per month upon said anniversary date. Further, such employees will not
5 be entitled to receive any additional percentage increase to their base
6 salary for further service. This subsection shall only apply to all
7 police employees in Group 2 hired on or after July 1, 1995.

8 SECTION 11: PERFECT ATTENDANCE.

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

12 (a) Ten (10) Consecutive Years.

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

17 (b) Eleven (11) Consecutive Years.

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

23 (c) Twelve (12) Consecutive Years.

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

1 (d) Thirteen (13) Consecutive Years.

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

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

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

16 (f) Bereavement Leave.

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

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

21 (a) Amendment to Resolution No. 5645.

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

24 "No vacation or other benefits provided for
25 herein for any employee of the City of Vernon shall
26 be accumulated from calendar year to calendar year,
27 or from anniversary date to anniversary date,
28 whichever is applicable, nor shall the same be

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compensated for if not utilized during said year, except for miscellaneous employees and sworn safety personnel in the fire department as provided hereunder.

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

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

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

1 (b) Vacation and Holiday Policies.

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

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

11 Employees in the classification represented by the Police
12 Association in Group 2 shall receive during the applicable fiscal
13 years, effective July 1, 1995, and expiring on August 31, 2005, one
14 additional "in lieu" holiday if the City Council, during each such
15 fiscal year, provides an additional holiday to miscellaneous/general
16 employees in addition to those holidays provided for in Resolution No.
17 5645, Vacation and Holidays.

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

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

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

27 "8. Reimbursement is limited to Two Thousand Dollars
28 (\$2,000) per fiscal year. Such limitation was based

1 upon tuition, fees and textbooks required by the
2 California State University System (Los Angeles State
3 University for the quarter system and Long Beach
4 State University for the semester system)."

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

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

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

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

19 B. The equivalent cost of a Robbins Company award
20 shall be the average cost to the City of awards in
21 all Robbins Company brochures from which an employee
22 is entitled to make a selection based upon number of
23 years of perfect attendance. The cost to the City
24 shall be determined by the most current price list
25 published by the Robbins Company. The City
26 Administrator, or his designee, shall maintain a
27 schedule of the average cost of such awards and make
28 the same available to City employees."

1 SECTION 15: DRESS AND GROOMING POLICY.

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

6 SECTION 16: 40 HOUR WORK WEEK.

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

13 SECTION 17: FOUR DAY WORK WEEK.

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

18 (a) City Administrator Authority.

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

21 (b) Workday Hours.

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

27 (c) Vacation Benefits.

28 The vacation benefits for all employees working in said four

1 (4) day work week program are provided in Resolution No. 5645, as
2 amended by Resolution No. 6124 and Section 10 of this Resolution.

3 (d) Closure on Holidays.

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

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

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

14 (f) Overtime.

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

17 SECTION 18: COMPUTATION OF PAY.

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

25 (a) Hourly Employees.

26 All employees other than twenty-four (24) hour shift Fire
27 Department employees, the City Attorney, the City Administrator/City
28 Clerk, and the members of the City Council shall be paid on an hourly

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

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

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

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

18 The City Attorney, the City Administrator/City Clerk, and the
19 members of the City Council shall be paid biweekly pursuant to Section
20 4 of Schedule I.

21 (d) Leave Without Pay.

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

26 (e) Exception to Leave Without Pay.

27 As an exception to the general rules for deductions or loss of
28 pay for "leave without pay" as defined, any Department Head may, for

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

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

9 (f) Return to Work.

10 Any employee who has been absent from work for four (4) days
11 in a twelve-month period, with or without pay, due to injury or
12 illness, may not return to work unless the employee provides a release
13 from a physician or other health care provider ("doctor") designated by
14 the City. A department head may, at his or her discretion, require an
15 employee to obtain a release from the City's designated doctor when the
16 employee has been absent from work due to illness or injury for fewer
17 than four (4) days in a twelve-month period. An employee who has been
18 under the care and treatment of his or her own doctor during such
19 absence from work must obtain a release for return to work from that
20 doctor before seeing the City's designated doctor. The approval of the
21 return-to-work of an employee shall remain in the sole discretion of
22 the City Council.

23 SECTION 19: AUTOMOBILE ALLOWANCES.

24 (a) Exceptions to Allowance.

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

1 Council.

2 (b) Personal Vehicle Allowance.

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

12 (c) Mileage Reimbursement.

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

17 SECTION 20: CITY COUNCIL POLICY STATEMENTS.

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

22 (a) New Employees.

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

1 advanced to the second step or grade of their salary range and said
2 advancement shall be effective on the first day of the biweekly pay
3 period next following the satisfactory completion of their evaluation
4 period which is hereby fixed at twelve (12) months;

5 (b) Evaluation Period.

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

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

28 The purpose of the evaluation period is to give the City an

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

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

14 (c) Promotion or Merit Increase in Grade.

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

23 (d) Effective Date of Promotions.

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

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/ / /

1 (e) No Reduction of Pay by Promotion.

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

6 (f) General Wage and Salary Policy.

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

14 (g) Compensatory Time For Travel.

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

19 SECTION 21: FAIR LABOR STANDARDS ACT.

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

1 governments.

2 SECTION 22: DEPARTMENT OF COMMUNITY SERVICES:

3 (a) Certificate of Registration.

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

8 (b) Personal Vehicle Allowance.

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

14 (c) Responsibility For Upkeep of Vehicle.

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

19 (d) Additional Hours Worked.

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

25 SECTION 23: WATER DEPARTMENT WITHIN THE COMMUNITY SERVICES
26 DEPARTMENT:

27 (a) Certificate of Registration.

28 Each employee serving as a Civil Engineer must possess a valid

1 Certificate of Registration as a Civil Engineer, which document is
2 issued by the California State Board for Civil and Professional
3 Engineers.

4 (b) Personal Vehicle Allowance.

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

10 (c) Responsibility for Upkeep of Vehicle.

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

15 (d) Additional Hours Worked.

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

21 (e) Dispatchers.

22 The Systems Manager, Systems Supervisor and Systems
23 Coordinator I and II shall serve as Dispatchers in the Water Department
24 and the compensation for said positions is included in the compensation
25 established for the positions in the Utilities Department, Schedule II,
26 Exhibit "B."

27 / / /

28 / / /

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

3 The compensation for the Director of Water is included in the
4 compensation established for the Director of Community Services & Water
5 in the Community Services Department.

6 SECTION 24: UTILITIES DEPARTMENT:

7 (a) Compensation of Certain Positions - City
8 Administrator/City Clerk Department.

9 The compensation for the following positions are included in
10 the compensation established for said position in the City
11 Administrator/ City Clerk Department, Schedule II, Exhibit "B."

12 (1) Chief Executive Officer--the City
13 Administrator/City Clerk shall serve as the Chief Executive Officer of
14 the Utilities Department;

15 (2) Accountant--an Accountant in the City
16 Administrator/City Clerk Department shall also serve as the Accountant
17 in the Utilities Department;

18 (3) Account Clerk--the Account Clerk in the City
19 Administrator/City Clerk Department shall also serve as the Account
20 Clerk in the Utilities Department.

21 (b) Personal Vehicle Allowance.

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

27 (c) Responsibility For Upkeep of Vehicle.

28 The City shall not be responsible for repairs or any

1 additional costs for upkeep, fuel, lubrication, replacement in whole or
2 in part, or other expenses in connection with any such vehicle beyond
3 the respective amounts set forth in Schedule III, Exhibit "C."

4 (d) Additional Hours Worked.

5 All employees in the Utilities Department, except the Director
6 of Utilities, Assistant Director of Engineering & Operations, Assistant
7 Director of Resource Management, Customer Service & Information System
8 Manager, Resource & Project Planning Manager, and Systems Manager,
9 required to work hours in addition to their regular forty (40) hour
10 work week (excluding any time off during such week) shall be
11 compensated for such additional hours worked.

12 SECTION 25: FIRE DEPARTMENT:

13 (a) Fire Science Certificate.

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

18 (1) AA or AS Degree.

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

23 (b) Overtime.

24 Fire Department personnel, with the exception of the Fire
25 Chief and Battalion Chiefs, shall be paid for overtime worked as
26 certified to by the Fire Chief and approved by the City Administrator
27 for the following reasons:

28 / / /

1 (1) Disasters.

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

4 (2) Extraordinary Circumstances.

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

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

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

10 (d) 24-Hour Shift Overtime.

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

14 (e) Uniform Allowance.

15 Vernon shall provide a uniform allowance as specified in
16 Schedule IV, Exhibit "D," for the 1999-2000 fiscal year of Vernon, for
17 the purchase of Uniforms and related equipment.

18 (f) Personal Vehicle Allowance.

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

24 (g) Merit Step.

25 All firefighters hired as of June 26, 1989, or later, shall
26 start at the bottom step in the salary range and shall be eligible for
27 an initial merit step increase on a merit basis after six (6) months of
28 satisfactory continuous service. However, said firefighters shall

1 still be required to satisfactorily complete an evaluation period of at
2 least twelve (12) months. All merit step increases after the first
3 increase shall be at twelve (12) month intervals in accordance with
4 Section 14 (b).

5 (h) Haz Mat Pay.

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

12 SECTION 26: POLICE DEPARTMENT:

13 (a) MOU.

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

27 (b) Overtime.

28 Police Department personnel, with the exception of the Police

1 Chief and the Police Captain, shall be paid for overtime work as
2 certified to by the Police Chief and approved by the City Administrator
3 for the following reasons:

4 (1) Disasters.

5 Disasters such as major fires, civil disturbances, and other
6 emergency situations;

7 (2) Extraordinary Circumstances.

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

10 (c) Court Appearances.

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

15 (1) Court Day Defined.

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

21 (d) Standby Status.

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

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

26 Employees in the classifications represented by the Police
27 Association in Group 2 who have completed their evaluation period shall
28 be entitled to peace officers' standard and training certificate

1 incentive pay as follows:

2 (1) POST Intermediate Certificate.

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

6 (2) POST Advanced Certificate.

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

10 (3) Incentive Compensation.

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

16 (f) Field Training Officers.

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

26 (g) Personal Vehicle Allowance.

27 In addition to said salaries as set forth in Schedule II,
28 Exhibit "B," certain individuals serving in specified classifications

1 shall receive, when using their own motor vehicle in the service of the
2 City, an additional sum per month as provided for in Schedule III,
3 Exhibit "C."

4 (h) Personal Vehicle Use and Maintenance.

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

11 (i) Uniform Allowance.

12 Vernon shall provide a uniform allowance as specified in
13 Schedule IV, Exhibit "D," for the 1999-2000 fiscal year of Vernon, for
14 the purchase of Uniform and related equipment.

15 (j) Merit Steps.

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

21 (k) Anniversary Date.

22 Notwithstanding the above provisions, any person employed in a
23 position of Police Officer, Step 6, shall be appointed to Step 5 upon
24 his/her successful completion in an assigned training academy and any
25 person employed in a position of Police Officer, Step 5, shall be
26 appointed to Step 4 after serving at least six (6) months in the field
27 and upon receiving a merit evaluation of high competent. Any person
28 who qualifies for said increase shall have his/her anniversary date for

1 future merit increases established as of the date said officer is first
2 appointed to said grade.

3 (l) Detective Assignment.

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

12 (m) Patrol Personnel.

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

24 (n) Experimental 4/10 Plan.

25 The City Council hereby continues the experimental 4/10 Plan
26 for approved employees which was established by minute order on
27 October 6, 1991, and further authorized by Resolution No. 6001 adopted
28 on January 21, 1992, as amended by the Second Side Letter Agreement

1 adopted by Resolution No. 6258 on October 5, 1993, in accordance with
2 the provisions specified therein.

3 (o) Tuition Reimbursement.

4 All employees in the classification represented by the Police
5 Association in Group 2 shall be entitled to receive at the City
6 Council's sole discretion the same benefit under the educational
7 assistance program as is provided for miscellaneous city employees.
8 The receipt by one employee of such reimbursement is not to be
9 considered a precedent and shall not require the approval by the City
10 Council of a different employee's request for similar reimbursement.

11 SECTION 27: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:

12 (a) Personal Vehicle Allowance.

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

18 (b) Personal Vehicle Use and Maintenance.

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

23 (c) Additional Work Compensation.

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

1 such additional hours worked.

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

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

8 (e) City Administrator/City Clerk Benefits.

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

12 (1) Medical and Dental Expenses.

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

15 (2) Employee Activity Expense Reimbursement.

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

18 (3) Executive Leave.

19 Twenty-two (22) days of executive leave effective
20 July 1, 1999;

21 (4) ICMA Retirement.

22 The City shall deposit the sum of \$8,000.00 on January 1 of
23 2000 to the ICMA Retirement Corporation as deferred compensation, all
24 of said amount shall be credited to his individual account, and said
25 \$8,000.00 shall be deposited each and every year thereafter on or about
26 January 1 for as long as employee is employed by the City;

27 (5) IRA Account.

28 The City, who opened an IRA account and deposited the sum of

1 \$2,000.00 effective January 1, 1986, shall deposit the sum of \$2,000.00
2 effective January 1, 2000, and said \$2,000.00 shall be deposited each
3 and every year thereafter on or about January 1 for as long as employee
4 is employed by the City;

5 (6) Unused Vacation/Executive Leave.

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

11 (7) Vacation.

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

14 (8) Membership in Country Club.

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

17 (9) Automobile Insurance.

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

20 (10) Limousine Service.

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

23 (11) Hours of Work.

24 The hours of work to be as necessary;

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

27 The City shall pay time and expense allowance for attendance
28 at the annual League of California Cities and/or the California

1 Contract Cities Association's educational tour each year; and

2 (13) Life Insurance.

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

5 (f) City Attorney Compensation.

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

8 SECTION 28: CITY COUNCIL DEPARTMENT:

9 (a) Compensation.

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

13 (1) Expense Reimbursement.

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

17 (2) Attendance Allowance.

18 (a) To each councilmember a per meeting
19 attendance allowance for the following meetings and/or other
20 miscellaneous meetings or negotiations, authorized by the City Council
21 or Redevelopment Agency, when the Councilmember devotes two (2) hours
22 or less, including travel time for said meetings, shall be paid as
23 follows:

24	<u>Name of Committees,</u>	<u>Amount Per Meeting</u>
25	<u>Commissions, Boards</u>	
26	Personnel Committee	\$ 50.00
27	Finance Committee	\$100.00
28	Police/Fire Commission	\$ 50.00

1	Redevelopment Agency - not to	\$ 30.00
2	exceed 4 meetings per month	
3	Industrial Development	\$ 50.00
	Authority	
4	Southeast Community Development	\$100.00
	Corporation	
5	East Los Angeles College	\$100.00
6	Community Task Force Cities	
7	Southeast Water Coalition	\$100.00
	Alternate	
8	Board Meetings of Water	\$100.00
9	Replenishment District of	
	Southern California	
10	Committee Meetings of Water	\$100.00
11	Replenishment District of	
	Southern California	
12	Board Meetings of Central Basin	\$100.00
	Municipal Water District	
13	Committee Meetings of Central	\$100.00
	Basin Municipal Water District	
14	Southeast Cities Traffic	\$100.00
15	Improvement Authority -	
16	(Slauson Avenue/710 Freeway	
	Interchange Project) Director	
	and Alternate	
17	Alameda Corridor Transportation	\$100.00
	Authority	
18	Committee Meetings of the	\$100.00
19	Alameda Corridor Transportation	
	Authority	
20	(b) To each councilmember a per meeting	
21	attendance allowance for all other miscellaneous meetings or	
22	negotiations, authorized by the City Council or Redevelopment Agency,	
23	and any meetings referred to above where the Councilmember devotes a	
24	period of time which exceeds two (2) hours, including travel time for	
25	said meetings, shall be paid as follows:	
26	For meetings exceeding two (2) hours but not	
27	exceeding one-half (½) day [(4) four hours]	\$ 250.00
28	For meetings which exceed one-half (½) day	\$ 500.00

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


4 SECTION 29: Repeal of Certain Resolutions.

5 All resolutions, or parts of resolutions not consistent with
6 or in conflict with this resolution, specifically Resolution Nos. 7165,
7 7210, 7220, 7302 and 7307 are hereby repealed.


8 SECTION 30: Certification of Passage.

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

12 APPROVED AND ADOPTED this 29th day of June, 1999.

13 
14 LEONIS C. MALBURG, Mayor

15 ATTEST:

16 
BRUCE V. MALKENHORST, City Clerk

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SCHEDULE I

EXHIBIT A

SCHEDULE I

1
2 Providing for an hourly rate for all officers and employees of
3 the City of Vernon, and setting forth the formula by which the monthly
4 rate stated on succeeding schedules be converted to an hourly rate. It
5 is the intention that all pay is earned at an hourly rate and paid at
6 an hourly rate. The monthly rate shall be used for comparative
7 purposes only.

8 SECTION 1: TWENTY-FOUR (24) HOUR SHIFT PERSONNEL.

9 (a) The stated "monthly rate" multiplied by 12 equals the
10 "annual rate";

11 (b) The "annual rate" divided by 2,912 equals the "hourly
12 rate";

13 (c) The "hourly rate" multiplied by 112 equals the "biweekly
14 rate";

15 (d) Payments shall be made for the biweekly amount less
16 reported unpaid absences deducted at the hourly rate.

17 SECTION 2: FORTY (40) HOUR WEEK PERSONNEL.

18 (a) The stated "monthly rate" multiplied by 12 equals the
19 "annual rate";

20 (b) The "annual rate" divided by 2,080 equals the "hourly
21 rate";

22 (c) The "hourly rate" multiplied by 80 equals the "biweekly
23 rate";

24 (d) Payments shall be made for reported hours eligible
25 for pay. Normally this will equal 80 hours. Hours reported
26 as unpaid absences will be excluded from the pay computations.

27
28 SCHEDULE I
EXHIBIT "A"

A - 1

SCHEDULE I

1 SECTION 3: The monthly rates referred to above are provided
2 for in Schedule II, Exhibit "B." The City Administrator shall direct
3 the establishment and maintenance of files assigning an hourly rate to
4 the employees of the City to be computed from the given monthly rates
5 in accordance with the above formula.

6 SECTION 4: The formula provided for herein shall be used to
7 convert the monthly rates provided for the City Attorney, the City
8 Administrator/City Clerk, and the City Council members to biweekly
9 amounts without considering the hours worked by said officers:

10 (a) The stated "monthly rate" multiplied by 12 equals the
11 "annual rate"; and

12 (b) The "annual rate" divided by 26 equals the "biweekly
13 rate".

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SCHEDULE I
EXHIBIT "A"

SCHEDULE II

EXHIBIT B

SCHEDULE II

UTILITIES DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

POWER RESOURCE COORDINATOR - 5400	STEP 1	\$6,766.00
	2	\$6,413.00
	3	\$6,079.00
	4	\$5,762.00
	5	\$5,462.00
	6	\$5,177.00
	7	\$4,907.00
	8	\$4,651.00
SENIOR ELECTRONICS TECHNICIAN - 5315	STEP Y	\$6,569.00
	STEP 1	\$6,554.00
	2	\$6,212.00
	3	\$5,888.00
	4	\$5,581.00
	5	\$5,290.00
	6	\$5,014.00
	7	\$4,753.00
8	\$4,505.00	
ELECTRONICS TECHNICIAN - 5111	STEP 1	\$5,700.00
	2	\$5,403.00
	3	\$5,121.00
	4	\$4,854.00
	5	\$4,601.00
	6	\$4,361.00
	7	\$4,134.00
	8	\$3,918.00
COMPUTER AIDED DRAFTING TECHNICIAN - 5305	STEP 1	\$4,217.00
	2	\$3,997.00
	3	\$3,789.00
	4	\$3,591.00
	5	\$3,404.00
	6	\$3,227.00
	7	\$3,059.00
	8	\$2,900.00
	9	\$2,749.00
FACILITIES COORDINATOR - 5104 ADMINISTRATIVE ASSOCIATE - 5103	STEP 1	\$3,997.00
	2	\$3,789.00
	3	\$3,591.00
	4	\$3,404.00
	5	\$3,227.00
	6	\$3,059.00
	7	\$2,900.00
	8	\$2,749.00
	9	\$2,606.00

**SCHEDULE II
EXHIBIT "B" PAGE 6**

7/1/99

COV-MALSR 00013037

EX. 55 - 55

SCHEDULE II

0.03

UTILITIES DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SYSTEMS MANAGER - 5200	STEP 1	\$7,027.00
	2	\$6,661.00
	3	\$6,314.00
	4	\$5,985.00
	5	\$5,673.00
	6	\$5,377.00
	7	\$5,097.00
	8	\$4,831.00
SYSTEMS SUPERVISOR - 5201	STEP 1	\$6,312.00
	2	\$5,983.00
	3	\$5,671.00
	4	\$5,375.00
	5	\$5,095.00
	6	\$4,829.00
	7	\$4,577.00
	8	\$4,338.00
SYSTEMS COORDINATOR I - 5202 RESOURCE SCHEDULER - 5308	STEP 1	\$5,899.00
	2	\$5,591.00
	3	\$5,300.00
	4	\$5,024.00
	5	\$4,762.00
	6	\$4,514.00
	7	\$4,279.00
	8	\$4,058.00
	9	\$3,845.00
SYSTEMS COORDINATOR II - 5203 SUBSTATION TECHNICIAN - 5212	STEP 1	\$4,362.00
	2	\$4,135.00
	3	\$3,919.00
	4	\$3,715.00
	5	\$3,521.00
	6	\$3,337.00
	7	\$3,163.00
	8	\$2,998.00
SYSTEMS COORDINATOR TRAINEE -5203	STEP 1	\$2,550.00

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 7

7/1/99

SCHEDULE II

0.03

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

CHIEF - 1100	STEP 1	\$8,891.00
	2	\$8,427.00
	3	\$7,988.00
	4	\$7,572.00
	5	\$7,177.00
	6	\$6,803.00
	7	\$6,448.00
BATTALION CHIEF - 6120 ADMINISTRATIVE BATTALION CHIEF - 6220	STEP 1	\$7,200.00
	2	\$6,825.00
	3	\$6,469.00
	4	\$6,132.00
	5	\$5,812.00
	6	\$5,509.00
	7	\$5,222.00
CAPTAIN - 6130 ADMINISTRATIVE CAPTAIN - 6230	STEP 1	\$5,984.00
	2	\$5,672.00
	3	\$5,376.00
	4	\$5,096.00
	5	\$4,830.00
	6	\$4,578.00
	7	\$4,339.00
ENGINEER - 6150 ADMINISTRATIVE ENGINEER - 6250	STEP 1	\$5,024.00
	2	\$4,762.00
	3	\$4,514.00
	4	\$4,279.00
	5	\$4,056.00
	6	\$3,845.00
	7	\$3,645.00
FIREFIGHTER - 6180 ADMINISTRATIVE FIREFIGHTER - 6280	STEP 1	\$4,287.00
	2	\$4,064.00
	3	\$3,852.00
	4	\$3,651.00
	5	\$3,461.00
	6	\$3,281.00

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

SCHEDULE II
EXHIBIT "B" PAGE 8

7/1/99

COV-MALSR 00013039

EX. 55 - 57

SCHEDULE II

UTILITIES DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CUSTOMER SERVICE & INFORMATION SYSTEM MANAGER - 4110	STEP 1	\$6,914.00
	2	\$6,554.00
	3	\$6,212.00
	4	\$5,888.00
	5	\$5,581.00
	6	\$5,290.00
	7	\$5,014.00
GAS SYSTEMS SUPERINTENDENT - 5101	STEP 1	\$5,983.00
	2	\$5,671.00
	3	\$5,375.00
	4	\$5,095.00
	5	\$4,829.00
	6	\$4,577.00
	7	\$4,338.00
INFORMATION SYSTEM ANALYST - 5100 INFORMATION SYSTEM SPECIALIST I - 4390 ASSOCIATE RESOURCE SCHEDULER - 5102	STEP 1	\$5,095.00
	2	\$4,829.00
	3	\$4,577.00
	4	\$4,338.00
	5	\$4,112.00
	6	\$3,898.00
	7	\$3,695.00
	8	\$3,502.00
CUSTOMER SERVICE REPRESENTATIVE - 4111 INFORMATION SYSTEM SPECIALIST II - 4380	1	\$3,785.00
	2	\$3,588.00
	3	\$3,401.00
	4	\$3,224.00
	5	\$3,056.00
	6	\$2,897.00
	7	\$2,746.00
	8	\$2,603.00
	9	\$2,467.00
	10	\$2,338.00
METER READER - 5205	STEP 1	\$3,698.00
	2	\$3,505.00
	3	\$3,322.00
	4	\$3,149.00
	5	\$2,985.00
	6	\$2,829.00
	7	\$2,682.00
	8	\$2,542.00

SCHEDULE II

0.03

**DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE**

		MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 1	\$11,164.00
	2	\$10,582.00
	3	\$10,030.00
	4	\$9,507.00
	5	\$9,011.00
	6	\$8,541.00
	7	\$8,096.00
	8	\$7,674.00
SENIOR CIVIL ENGINEER - 2210	STEP 1	\$8,427.00
	2	\$7,988.00
	3	\$7,572.00
	4	\$7,177.00
	5	\$6,803.00
	6	\$6,448.00
	7	\$6,112.00
	8	\$5,793.00
CIVIL ENGINEER - 2110 WATER OPERATIONS SUPERVISOR - 2160 CHIEF CODE INSPECTOR - 2140	STEP 1	\$7,259.00
	2	\$6,881.00
	3	\$6,522.00
	4	\$6,182.00
	5	\$5,860.00
	6	\$5,555.00
	7	\$5,265.00
	8	\$4,991.00
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 SENIOR BUILDING INSPECTOR - 4450	STEP 1	\$6,493.00
	2	\$6,155.00
	3	\$5,834.00
	4	\$5,530.00
	5	\$5,242.00
	6	\$4,969.00
	7	\$4,710.00
	8	\$4,464.00
FOREMAN - 2170	STEP 1	\$5,671.00
	2	\$5,375.00
	3	\$5,095.00
	4	\$4,829.00
	5	\$4,577.00
	6	\$4,338.00
	7	\$4,112.00
	8	\$3,898.00

SCHEDULE II
EXHIBIT "B" PAGE 1

07/01/99

COV-MALSR 0001304'

SCHEDULE II

0.03

**DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE**

MONTHLY SALARY

ENGINEERING ASSOCIATE - 2120	STEP 1	\$5,520.00
MECHANICAL & PLUMBING INSPECTOR - 2800	2	\$5,232.00
ELECTRICAL INSPECTOR - 2900	3	\$4,959.00
CODE INSPECTOR - 2150	4	\$4,700.00
BUILDING INSPECTOR - 2190	5	\$4,455.00
	6	\$4,223.00
	7	\$4,003.00
	8	\$3,794.00
UTILITYMAN I - 2290	STEP 1	\$4,953.00
SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700	2	\$4,695.00
ENGINEERING ASSISTANT - 2180	3	\$4,450.00
PLANNING ASSISTANT - 2330	4	\$4,218.00
CODE ENFORCEMENT INSPECTOR - 4460	5	\$3,998.00
	6	\$3,790.00
	7	\$3,592.00
	8	\$3,405.00
UTILITYMAN II - 2310	STEP 1	\$3,997.00
SECRETARY - 4360	2	\$3,789.00
ENGINEERING AIDE - 2300	3	\$3,591.00
SENIOR UTILITY CLERK - 4200	4	\$3,404.00
	5	\$3,227.00
	6	\$3,059.00
	7	\$2,900.00
	8	\$2,749.00
	9	\$2,606.00

**SCHEDULE II
EXHIBIT "B" PAGE 2**

7/1/99

COV-MALSR 00013042

SCHEDULE II

0.03

**DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE**

	MONTHLY SALARY	
UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,227.00
	2	\$3,059.00
	3	\$2,900.00
	4	\$2,749.00
	5	\$2,606.00
	6	\$2,470.00
	7	\$2,341.00
	8	\$2,219.00
UTILITYMAN IV - 2380	STEP 1	\$2,605.00
	2	\$2,469.00
	3	\$2,340.00
	4	\$2,218.00
	5	\$2,102.00
	6	\$1,992.00
	7	\$1,888.00
	8	\$1,790.00
UTILITY CLERK - 4220	STEP 1	\$3,227.00
	2	\$3,059.00
	3	\$2,900.00
	4	\$2,749.00
	5	\$2,606.00
	6	\$2,470.00
	7	\$2,341.00
	8	\$2,219.00
	9	\$2,103.00
	10	\$1,993.00
APPRENTICE MECHANIC - 2660	STEP 1	\$2,459.00
	2	\$2,331.00
	3	\$2,209.00
	4	\$2,094.00
	5	\$1,985.00
	6	\$1,882.00
	7	\$1,784.00
	8	\$1,691.00

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE 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.

7/1/99

SCHEDULE II

UTILITIES DEPARTMENT SALARY SCALE

0.03

		MONTHLY SALARY
DIRECTOR OF UTILITIES- 2101	STEP 1	\$11,720.00
	2	\$11,109.00
	3	\$10,530.00
	4	\$9,981.00
	5	\$9,461.00
	6	\$8,968.00
	7	\$8,500.00
	8	\$8,057.00
ASSISTANT DIRECTOR OF - 5199 ENGINEERING & OPERATIONS ASSISTANT DIRECTOR OF - 5306 RESOURCE MANAGEMENT	STEP 1	\$9,030.00
	2	\$8,559.00
	3	\$8,113.00
	4	\$7,690.00
	5	\$7,289.00
	6	\$6,909.00
	7	\$6,549.00
RESOURCE & PROJECT - 5198 PLANNING MANAGER	STEP 1	\$8,027.00
	2	\$7,609.00
	3	\$7,212.00
	4	\$6,836.00
	5	\$6,480.00
	6	\$6,142.00
	7	\$5,822.00
	8	\$5,518.00
ELECTRICAL ENGINEER - 5301 RESOURCE ENGINEER - 5309	STEP 1	\$7,259.00
	2	\$6,861.00
	3	\$6,522.00
	4	\$6,182.00
	5	\$5,860.00
	6	\$5,555.00
	7	\$5,265.00
	8	\$4,991.00
ASSOCIATE ENGINEER - 5301 ENERGY MANAGEMENT REPRESENTATIVE - 5312 SENIOR SUBSTATION TECHNICIAN - 5216	STEP 1	\$6,183.00
	2	\$5,861.00
	3	\$5,555.00
	4	\$5,265.00
	5	\$4,991.00
	6	\$4,731.00
	7	\$4,484.00
	8	\$4,250.00
ENERGY MANAGEMENT REPRESENTATIVE - 5313 (TRAINEE)	10	\$3,696.00
ASSISTANT ENGINEER - 5204	STEP 1	\$5,520.00
	2	\$5,232.00
	3	\$4,959.00
	4	\$4,700.00
	5	\$4,455.00
	6	\$4,223.00
	7	\$4,003.00
	8	\$3,794.00

SCHEDULE II
 EXHIBIT "B" PAGE 4

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SCHEDULE II
FIRE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

BATTALION CHIEF - 1120 ADMINISTRATIVE BATTALION CHIEF - 1220	STEP 1	\$6,856.00
	2	\$6,499.00
	3	\$6,160.00
	4	\$5,839.00
	5	\$5,535.00
	6	\$5,246.00
	7	\$4,973.00
CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230	STEP 1	\$5,700.00
	2	\$5,403.00
	3	\$5,121.00
	4	\$4,854.00
	5	\$4,601.00
	6	\$4,361.00
	7	\$4,134.00
ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250	STEP 1	\$4,785.00
	2	\$4,536.00
	3	\$4,300.00
	4	\$4,076.00
	5	\$3,864.00
	6	\$3,663.00
	7	\$3,472.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280	STEP 1	\$4,082.00
	2	\$3,869.00
	3	\$3,667.00
	4	\$3,476.00
	5	\$3,295.00
	6	\$3,123.00

FIRE DEPARTMENT PERSONNEL HIRED AFTER 1986

SCHEDULE II
EXHIBIT "B" PAGE 8B

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EX. 55 - 63

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

SECRETARY - 4360

STEP 1	\$3,997.00
2	\$3,789.00
3	\$3,591.00
4	\$3,404.00
5	\$3,227.00
6	\$3,059.00
7	\$2,900.00
8	\$2,749.00
9	\$2,606.00

UTILITY CLERK - 4220

STEP 1	\$3,227.00
2	\$3,059.00
3	\$2,900.00
4	\$2,749.00
5	\$2,606.00
6	\$2,470.00
7	\$2,341.00
8	\$2,219.00
9	\$2,103.00
10	\$1,993.00

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**SCHEDULE II
EXHIBIT "B" PAGE 9**

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EX. 55 - 64

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CHIEF - 3100	STEP 1	\$9,675.00
	2	\$9,171.00
	3	\$8,693.00
	4	\$8,240.00
	5	\$7,810.00
	6	\$7,403.00
	7	\$7,017.00
CAPTAIN - 3110	STEP 1	\$7,716.00
	2	\$7,314.00
	3	\$6,933.00
	4	\$6,572.00
	5	\$6,229.00
	6	\$5,904.00
	7	\$5,596.00
LIEUTENANT - 3120	STEP 1	\$6,519.00
	2	\$6,179.00
	3	\$5,857.00
	4	\$5,552.00
	5	\$5,263.00
	6	\$4,989.00
	7	\$4,729.00
RECORDS MANAGER - 4270	STEP 1	\$5,429.00
	2	\$5,146.00
	3	\$4,878.00
	4	\$4,624.00
	5	\$4,383.00
	6	\$4,155.00
	7	\$3,938.00
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 1	\$3,997.00
	2	\$3,789.00
	3	\$3,591.00
	4	\$3,404.00
	5	\$3,227.00
	6	\$3,059.00
	7	\$2,900.00
	8	\$2,749.00
	9	\$2,606.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$3,227.00
	2	\$3,059.00
	3	\$2,900.00
	4	\$2,749.00
	5	\$2,606.00
	6	\$2,470.00
	7	\$2,341.00
	8	\$2,219.00
	9	\$2,103.00
	10	\$1,993.00

SCHEDULE II
EXHIBIT "B" PAGE 10

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EX. 55 - 65

SCHEDULE II
POLICE DEPARTMENT SALARY SCALE

0.03
0.03965

MONTHLY SALARY

CIVILIAN COURT OFFICER - 4370	STEP 1	\$3,852.00
	2	\$3,651.00
	3	\$3,461.00
	4	\$3,281.00
	5	\$3,110.00
	6	\$2,948.00
	7	\$2,794.00
	8	\$2,648.00
VERNON SERVICE OFFICER - 4300	STEP 1	\$3,150.00
	2	\$2,986.00
	3	\$2,830.00
	4	\$2,682.00
	5	\$2,542.00
	6	\$2,409.00
	7	\$2,283.00
	8	\$2,164.00
POLICE CADET - 3180	STEP 1	\$2,487.00
	2	\$2,357.00
	3	\$2,234.00
	4	\$2,118.00
	5	\$2,008.00
	6	\$1,903.00
	7	\$1,804.00
	8	\$1,710.00
SERGEANTS - 3130	STEP 1	\$5,340.00
	2	\$5,062.00
	3	\$4,798.00
	4	\$4,548.00
	5	\$4,311.00
	6	\$4,086.00
POLICE OFFICER - 3340	STEP 1	\$4,491.00
	2	\$4,257.00
	3	\$4,035.00
	4	\$3,825.00
	5	\$3,626.00
	6	\$3,437.00

SCHEDULE II
EXHIBIT "B" PAGE 11

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EX. 55 - 66

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$29,577.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$9,453.00
	2	\$8,960.00
	3	\$8,493.00
	4	\$8,050.00
	5	\$7,630.00
	6	\$7,232.00
	7	\$6,855.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	STEP 1	\$7,659.00
	2	\$7,260.00
	3	\$6,882.00
	4	\$6,523.00
	5	\$6,183.00
	6	\$5,861.00
	7	\$5,555.00
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	\$7,382.00
	2	\$6,997.00
	3	\$6,632.00
	4	\$6,286.00
	5	\$5,958.00
	6	\$5,647.00
	7	\$5,353.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	\$6,880.00
	2	\$6,521.00
	3	\$6,181.00
	4	\$5,859.00
	5	\$5,554.00
	6	\$5,264.00
	7	\$4,990.00

SCHEDULE II
EXHIBIT "B" PAGE 12

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EX. 55 - 67

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DEPUTY CITY CLERK/SECRETARY TO THE CITY ADMINISTRATOR - 4280 OFFICE MANAGER - 4120 RISK MANAGER/PERSONNEL ASSISTANT - 4260 BUDGET AUDITOR - 4330	STEP 1	\$5,429.00
	2	\$5,146.00
	3	\$4,878.00
	4	\$4,624.00
	5	\$4,383.00
	6	\$4,155.00
	7	\$3,938.00
	8	\$3,733.00
ACCOUNTANT - 4130	STEP 1	\$4,622.00
	2	\$4,381.00
	3	\$4,153.00
	4	\$3,936.00
	5	\$3,731.00
	6	\$3,536.00
	7	\$3,352.00
	8	\$3,177.00
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 1	\$4,390.00
	2	\$4,161.00
	3	\$3,944.00
	4	\$3,738.00
	5	\$3,543.00
	6	\$3,358.00
	7	\$3,183.00
	8	\$3,017.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$5,815.00
	2	\$5,512.00
	3	\$5,225.00
	4	\$4,953.00
	5	\$4,695.00
	6	\$4,450.00
	7	\$4,218.00
	8	\$3,998.00
LEGAL SECRETARY - 4290	STEP 1	\$4,953.00
	2	\$4,695.00
	3	\$4,450.00
	4	\$4,218.00
	5	\$3,998.00
	6	\$3,790.00
	7	\$3,592.00
	8	\$3,405.00

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

PAYROLL CLERK - 4180	STEP 1	\$3,997.00
SENIOR DISPATCHER(COMMUNICATIONS) - 4600	2	\$3,789.00
SENIOR UTILITY CLERK - 4520	3	\$3,591.00
SECRETARY - 4360	4	\$3,404.00
PURCHASING ASSISTANT - 4910	5	\$3,227.00
	6	\$3,059.00
	7	\$2,900.00
	8	\$2,749.00
	9	\$2,606.00
ADMINISTRATIVE AIDE I - 4900	STEP 1	\$3,544.00
	2	\$3,359.00
	3	\$3,184.00
	4	\$3,018.00
	5	\$2,861.00
	6	\$2,712.00
	7	\$2,571.00
	8	\$2,437.00
	9	\$2,310.00
	10	\$2,190.00
DISPATCHER(COMMUNICATIONS) - 4500	STEP 1	\$3,227.00
ENVIRONMENTAL TECHNICIAN - 4350	2	\$3,059.00
	3	\$2,900.00
	4	\$2,749.00
	5	\$2,606.00
	6	\$2,470.00
	7	\$2,341.00
	8	\$2,219.00

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

ACCOUNT CLERK - 4230

STEP 1	\$3,388.00
2	\$3,211.00
3	\$3,044.00
4	\$2,885.00
5	\$2,735.00
6	\$2,592.00
7	\$2,457.00
8	\$2,329.00
9	\$2,208.00
10	\$2,093.00

TYPIST/SWITCHBOARD OPERATOR - 4210
UTILITY CLERK - 4220
PERSONNEL CLERK - 4240

STEP 1	\$3,227.00
2	\$3,059.00
3	\$2,900.00
4	\$2,749.00
5	\$2,606.00
6	\$2,470.00
7	\$2,341.00
8	\$2,219.00
9	\$2,103.00
10	\$1,993.00

COUNCILMAN

\$1,870.00

DEPUTY CITY TREASURER

\$100.00

CITY ATTORNEY - 4800

\$24,069.00

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 15**

7/1/99

SCHEDULE III

EXHIBIT C

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	\$300.00
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"

7/1/99

COV-MALSR 00013054

SCHEDULE IV

EXHIBIT D

SCHEDULE IV
UNIFORM ALLOWANCE
1999-2000

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 1999-2000 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 1999.

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, 1999.

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, 1999.

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 1999-2000 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "D"

7/1/99

SCHEDULE V

EXHIBIT E

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"