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RESOLUTION NO. 7562

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON FIXING THE COMPENSATION FOR CERTAIN EMPLOYEES OF SAID CITY AS OF JULY 1, 2000, AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND AMENDING RESOLUTION NO. 5645 AND REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Resolution No. 7359 adopted on June 29, 1999, as amended by Resolution Nos. 7400, 7416, 7425, 7445, 7458 and 7534 adopted on August 17, 1999, September 21, 1999, October 19, 1999, November 23, 1999, December 21, 1999 and May 16, 2000, respectively, fixed the compensation for certain employees of the City of Vernon and authorized certain expense allowances as of July 1, 1999; and

WHEREAS, the City Council of the City of Vernon wishes to fix the compensation and other benefits for employees of the City of Vernon as indicated in their respective schedules as of July 1, 2000; and

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

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

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

1 contribution to PERS; and

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

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

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

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

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

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

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

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

28 WHEREAS, Resolution No. 4677 was adopted by the City Council

1 of the City of Vernon on October 16, 1979, establishing a four (4) day
2 work week and the City Council wishes to reaffirm the continuation of
3 said program; and

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

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

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

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

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

23 WHEREAS, the City Council by Resolution No. 5950 adopted on
24 July 2, 1991, as amended by Resolution Nos. 5979, 6369, 7060, 7101 and
25 7559 adopted on August 20, 1991, December 21, 1993, December 16, 1997
26 June 2, 1998 and June 27, 2000, respectively, established an attendance
27 incentive program wherein qualified employees are eligible to select
28 gifts from specified brochures; and

1 WHEREAS, the City Council by Resolution No. 6687 adopted on
2 September 19, 1995, as amended by Resolution No. 7558 on June 27, 2000,
3 adopted a discretionary educational assistance program; and

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

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

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

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

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

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

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

10 WHEREAS, the City Council by Resolution No. 7564 adopted on
11 June 27, 2000, approved the payment of insurance premiums for life,
12 health and dental benefits as such benefits are in effect as of
13 June 30, 2000, for all full-time regular employees only and their
14 dependents during the 2000-2001 fiscal year as follows: (1) all
15 miscellaneous employees; (2) all Fire Department employees; (3) all
16 sworn police officers, including Group 2 who are represented by the
17 Vernon Police Officers' Benefit Association, and the following officers
18 of the City: the City Administrator and City Councilmembers; and

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

24 WHEREAS, the City Council by Resolution No. 7565 adopted on
25 June 27, 2000, approved the continued payment of health insurance
26 premiums for certain categories of retired employees during the 2000-
27 2001 fiscal year; and

28

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

4 WHEREAS, the City Council by Resolution No. 6696 adopted on
5 October 17, 1995, as amended by Resolution No. 7295 on March 16, 1999,
6 Resolution No. 7344 on June 1, 1999 and Resolution No. 7406 on
7 August 17, 1999, adopted a family and medical leave policy; and

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

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

15 WHEREAS, the City Council by Resolution No. 6907 adopted on
16 January 27, 1997, as amended by Resolution No. 7339 adopted on June 1,
17 1999, adopted an electronic mail policy for the City of Vernon; and

18 WHEREAS, the City Council by Resolution No. 7066 adopted on
19 January 6, 1998, and amended by Resolution No. 7081 on January 27, 1998
20 and Resolution No. 7411 on September 7, 1999, adopted the City of
21 Vernon Fire Department Rules and Regulations; and

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

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

28

/ / /

1 **SECTION 2: EMPLOYMENT AGREEMENT.**

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

10 **SECTION 3: POLICE ACADEMY AND FIELD TRAINING COSTS.**

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

18 **SECTION 4: EFFECTIVE DATE.**

19 Effective July 1, 2000, there is hereby established and
20 approved compensation and other benefits and expenses provided for
21 herein as set forth below for employees and officers of the City of
22 Vernon. This resolution shall not affect or alter the existing
23 compensation of any officer or employee not specifically set forth
24 herein.

25 **SECTION 5: DESIGNATION OF SCHEDULES.**

26 Officers and employees of the City of Vernon shall receive
27 compensation in accordance with the formula adopted herein as Schedule
28 I, in such amounts as are set forth in Schedule II which provides a

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

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

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

18 **SECTION 6: PERS CONTRIBUTIONS.**

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

24 **SECTION 7: AUTO INSURANCE PROGRAM.**

25 The City has established an auto insurance program pursuant
26 to Resolution No. 5741 wherein the City will contribute Twenty-Five
27 Dollars (\$25.00) per month per employee for all officers and employees
28 who participate in said program effective May 1, 1990, except that as

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

3 **SECTION 8: LIFE, HEALTH AND DENTAL BENEFITS.**

4 (a) Life, Health and Dental Benefits.

5 The City Council by Resolution No. 7564 adopted on June 27,
6 2000, approved the payment of insurance premiums for life, health and
7 dental benefits as such benefits are in effect as of June 30, 2000, for
8 all full-time regular employees only and their dependents as follows:

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

13 (b) Vision Care.

14 The City shall provide a vision care benefit to employees
15 only and not dependents.

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

18 The City has established a longevity program for all
19 employees. The longevity program described in Section 9 herein will
20 apply to all employees, except police employees in Group 2, employed on
21 or before June 30, 1994.

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

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

1 anniversary date.

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

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

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

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

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

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

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

27 All eligible firemen who have been appointed to the position
28 of Captain or above and who have thirty (30) years of consecutive

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

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

8 All eligible department heads who have thirty (30) years of
9 consecutive uninterrupted service on or before July 1, 1991, shall
10 receive an additional twenty-five percent (25%) of their base salary
11 per month effective July 1, 1991, and every year thereafter.

12 Department Heads upon reaching their 30th anniversary date after
13 July 1, 1991, shall be entitled to said twenty-five percent (25%) per
14 month upon said anniversary date.

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

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

23 (h) Compensation Not Cumulative.

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

27 / / /

28 / / /

1 (i) Police Employees in Group 2 on or Before June 30,
2 1995.

3 The longevity program described in Section 9 will also apply
4 to the police employees in Group 2 employed on or before June 30,
5 1995.

6 (j) Employees Employed After June 30, 1994 and
7 Exceptions Pertaining to Police Employees in Group
8 2.

9 All employees, except police employees in Group 2, employed
10 on or after July 1, 1994, and police employees in Group 2 employed on
11 or after July 1, 1995, shall only be entitled to longevity benefits
12 provided for in Section 10.

13 **SECTION 10: LONGEVITY PROGRAM FOR EMPLOYEES.**

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

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

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

27 All employees classified in Group 2 who are employed on or
28 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

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

6 **SECTION 11: PERFECT ATTENDANCE.**

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

10 (a) Ten (10) Consecutive Years.

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

15 (b) Eleven (11) Consecutive Years.

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

21 (c) Twelve (12) Consecutive Years.

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

27 (d) Thirteen (13) Consecutive Years.

28 All such employees who have thirteen (13) consecutive years

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

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

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

14 (f) Effect of Bereavement Leave on Perfect Attendance.

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

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

19 (a) Amendment to Resolution No. 5645.

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

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

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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."

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1 **SECTION 14: 40 HOUR WORK WEEK.**

2 All employees of the City of Vernon shall be considered forty
3 (40) hours per week personnel unless otherwise specified by the City
4 Council and shall work at least forty (40) hours per week except for
5 employees who work a nine (9) day, eighty (80) hour work schedule and
6 employees in the Fire Department who are assigned to work twenty-four
7 (24) hour shifts. Said employees must work their assigned schedules or
8 shifts as consideration for the compensation provided herein.

9 **SECTION 15: FOUR DAY WORK WEEK.**

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

14 (a) City Administrator Authority.

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

17 (b) Workday Hours.

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

23 (c) Vacation Benefits.

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

27 (d) Closure on Holidays.

28 The City Council of the City of Vernon hereby determines that

1 City Offices will be closed on all holidays identified in the
2 applicable vacation resolution and that Fridays, Saturdays and Sundays
3 shall be considered holidays for the transaction of business as
4 provided for in Section 6702 of the Government Code.

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

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

11 (f) 9/80 Work Schedule and Holidays Falling on Friday,
12 Saturday or Sunday.

13 Those employees participating in the 9/80 work schedule whose
14 day off falls on a Friday shall not receive the benefit of holidays
15 falling on a Friday or Saturday, unless otherwise approved by the City
16 Council, but shall receive the benefit of a holiday falling on a Sunday
17 by celebrating the holiday on the following Monday.

18 (g) Overtime.

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

21 **SECTION 16: COMPUTATION OF PAY.**

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

1. (a) Hourly Employees.

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

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

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

19 (c) City Administrator/City Clerk, and the Members of
20 the City Council.

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

24 (d) Leave Without Pay.

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

1 (e) Exception to Leave Without Pay.

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

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

12 (f) Return to Work.

13 Any employee who has been absent from work for three (3)
14 days in a twelve-month period, with or without pay, due to injury or
15 illness, may not return to work unless the employee provides a release
16 from a physician or other health care provider ("doctor") designated
17 by the City. The City, at its discretion, may require an employee to
18 obtain a release from the City's designated doctor when the employee
19 has been absent from work due to illness or injury for fewer than four
20 (4) days in a twelve-month period. An employee who has been under the
21 care and treatment of his or her own doctor during such absence from
22 work must obtain a release for return to work from that doctor before
23 seeing the City's designated doctor. The acceptance of the return-to-
24 work of an employee shall remain in the sole discretion of the City
25 Council.

26 (g) Bereavement Leave.

27 At the discretion of the City Administrator, full-time
28 regular employees may be determined eligible for bereavement leave

1 with pay for the death of an immediate family member, a person related
2 by adoption, or marriage. In order to be eligible for such leave,
3 employee shall give advance notice to his or her immediate supervisor
4 or Department Head and shall provide any information necessary to
5 support such request. Bereavement leave shall not exceed three (3)
6 days for any one occurrence. If any additional leave is necessary,
7 the employee may use accrued vacation, compensatory time off, or take
8 an authorized leave without pay, subject to the approval of the City
9 Administrator.

10 **SECTION 17: AUTOMOBILE ALLOWANCES.**

11 (a) Exceptions to Allowance.

12 Wherever an allowance is made to any officer or employee for
13 the use of his personal automobile, such an allowance shall not be
14 payable whenever the employee is on vacation, leave of absence, or sick
15 leave the entire calendar month, unless otherwise specified by the City
16 Council.

17 (b) Personal Vehicle Allowance.

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

27 (c) Mileage Reimbursement.

28 Whenever a Department Head certifies for reimbursement on the

1 basis of mileage, he shall submit to the City Administrator/ City Clerk
2 a statement of the reason for paying such employee such mileage
3 reimbursement.

4 **SECTION 18: CITY COUNCIL POLICY STATEMENTS.**

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

9 (a) New Employees.

10 New employees shall start at the bottom step in the salary
11 range for their respective positions unless it is determined that
12 qualified applicants are not available at the salary specified for the
13 first step or grade, or that a specific applicant has special
14 qualifications justifying a higher starting rate beyond the first step
15 or grade. New employees starting at the beginning step or grade may be
16 advanced to the second step or grade of their salary range and said
17 advancement shall be effective on the first day of the biweekly pay
18 period next following the satisfactory completion of their evaluation
19 period which is hereby fixed at twelve (12) months, unless otherwise
20 authorized by the City Administrator;

21 (b) Evaluation Period.

22 Section 1 declares that it is the intent of the City Council
23 to reserve unto the City Council, complete and exclusive discretion to
24 determine matters relating to discharge, suspension or other matters of
25 discipline of all employees in conformance with its long standing view
26 and policy that all employees of the City of Vernon serve at the will
27 and pleasure of the City Council. Consistent with this policy, the City
28 Council requires all City employees to serve a one (1) year minimum

1 evaluation period during which new employees receive regular training
2 and regular monthly evaluations which provide continuous information on
3 their job performance.

4 During the evaluation period, all employees will undergo a
5 program of regular training and formal monthly reviews for a minimum of
6 one (1) full year from their date of hire. After completion of the
7 evaluation period, the employee will receive formal evaluations on an
8 annual basis and will remain subject to informal evaluations on an as-
9 needed basis.

10 The purpose of the evaluation period is to give the City an
11 opportunity to monitor and evaluate the abilities of all new employees.
12 The evaluation period is not intended to provide or lead to any
13 property rights to employment. All City employees will continue to
14 maintain their at-will employment status both during and after the
15 evaluation period. Consistent with their at-will status, all employees
16 will remain subject to discipline and termination, without cause, at
17 the sole discretion of the City Council.

18 All resolutions, policy manuals, employment agreements, job
19 fliers, and any other relevant documents, shall be changed to make the
20 description of the employee's first year of employment consistent with
21 this Section. To the extent that any City documents can be interpreted
22 as being inconsistent with this Section, it is the intent of the City
23 Council that this Section shall prevail.

24 (c) Promotion or Merit Increase in Grade.

25 Promotions to higher positions or merit salary increases to
26 higher steps are considered to be increases on the basis of merit only
27 and shall be awarded to employees as recognition for satisfactory
28 service. The promotion or increase in grade shall remain in the sole

1 discretion of the City Council and shall only be considered upon
2 receiving a recommendation from a Department Head or the City
3 Administrator which would support recognition by the City Council of
4 the services performed by the employees;

5 (d) Effective Date of Promotions.

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

11 (e) No Reduction of Pay by Promotion.

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

16 (f) General Wage and Salary Policy.

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

24 (g) Compensatory Time For Travel.

25 Compensatory time or pay will not be granted for travel to
26 attend business meetings, conferences, seminars and/or training
27 sessions that extend beyond regular business hours of employees.
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1 **SECTION 19: FAIR LABOR STANDARDS ACT.**

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

12 **SECTION 20: DEPARTMENT OF COMMUNITY SERVICES & WATER:**

13 (a) Certificate of Registration.

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

18 (b) 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 (c) Responsibility For Upkeep of Vehicle.

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

1 (d) Additional Hours Worked.

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

8 (e) Dispatchers.

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

14 **SECTION 21: UTILITIES DEPARTMENT:**

15 (a) Compensation of Certain Positions - City
16 Administrator/City Clerk Department.

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

20 (1) **Chief Executive Officer.**

21 The City Administrator/City Clerk shall serve as the Chief
22 Executive Officer of the Utilities Department;

23 (2) **Accountant.**

24 An Accountant in the City Administrator/City Clerk Department
25 shall also serve as the Accountant in the Utilities Department;

26 (3) **Account Clerk.**

27 The Account Clerk in the City Administrator/City Clerk
28 Department shall also serve as the Account Clerk in the Utilities

1 Department.

2 (b) Personal Vehicle Allowance.

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

8 (c) Responsibility For Upkeep of Vehicle.

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

13 (d) Additional Hours Worked.

14 All employees in the Utilities Department, except the
15 Director of Utilities, Assistant Director of Engineering & Operations,
16 Assistant Director of Resource Management, Customer Service &
17 Information System Manager, Resource & Project Planning Manager, and
18 Systems Manager, required to work hours in addition to their regular
19 forty (40) hour work week (excluding any time off during such week)
20 shall be compensated for such additional hours worked.

21 **SECTION 22: FIRE DEPARTMENT:**

22 (a) Fire Science Certificate.

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

27 (1) **AA or AS Degree.**

28 All employees who hold an AA or AS Degree in Fire Science or

1 Fire Technology with completion of five (5) years of uninterrupted
2 service with the Fire Department shall receive an additional two and
3 one half percent (2 1/2%) per month of their base salary.

4 (b) Overtime.

5 Fire Department personnel, with the exception of the Fire
6 Chief and Battalion Chiefs, shall be paid for overtime worked as
7 certified to by the Fire Chief and approved by the City Administrator
8 for the following reasons:

9 (1) Disasters.

10 Disasters such as major fires, civil disturbances, and other
11 emergency situations;

12 (2) Extraordinary Circumstances.

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

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

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

18 (d) 24-Hour Shift Overtime.

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

22 (e) Uniform Allowance.

23 Vernon shall provide a uniform allowance as specified in
24 Schedule IV, Exhibit "D," for the 2000-2001 fiscal year of Vernon, for
25 the purchase of Uniforms and related equipment.

26 (f) 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 (g) Merit Step.

5 All firefighters hired as of June 26, 1989, or later, shall
6 start at the bottom step in the salary range and shall be eligible for
7 an initial merit step increase on a merit basis after six (6) months of
8 satisfactory continuous service. However, said firefighters shall
9 still be required to satisfactorily complete an evaluation period of at
10 least twelve (12) months. All merit step increases after the first
11 increase shall be at twelve (12) month intervals in accordance with
12 Section 18 (c).

13 (h) Haz Mat Pay.

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

20 **SECTION 23: POLICE DEPARTMENT:**

21 (a) MOU.

22 For purposes of this resolution, all of the provisions in the
23 MOU dated March 1, 1988, adopted by the City Council of the City of
24 Vernon on March 15, 1988, pursuant to Resolution No. 5489, as extended
25 by a Side-Letter Agreement effective October 6, 1991, approved by the
26 City Council of the City of Vernon on January 21, 1992, pursuant to
27 Resolution No. 6001, and Second Side-Letter Agreement approved by the
28 City Council of the City of Vernon on October 5, 1993, pursuant to

1 Resolution No. 6258, the Third Side-Letter Agreement approved by the
2 City Council of the City of Vernon on July 11, 1995, pursuant to
3 Resolution No. 6656, and the Fourth Side-Letter Agreement, approved by
4 the City Council of the City of Vernon on September 2, 1997, pursuant
5 to Resolution 7009 are referenced herein as though fully set forth at
6 length.

7 (b) Overtime.

8 Police Department personnel, with the exception of the Police
9 Chief, the Police Captain and Plain Clothes Lieutenants, shall be paid
10 for overtime work as certified to by the Police Chief and approved by
11 the City Administrator for the following reasons:

12 (1) Disasters.

13 Disasters such as major fires, civil disturbances, and other
14 emergency situations;

15 (2) Extraordinary Circumstances.

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

18 (c) Court Appearances.

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

23 (1) Court Day Defined.

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

1 (d) Standby Status.

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

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

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

10 (1) POST Intermediate Certificate.

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

14 (2) POST Advanced Certificate.

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

18 (3) Incentive Compensation.

19 Payment of the aforesaid incentive compensation shall not be
20 cumulative and only the highest applicable incentive pay shall be paid.
21 Incentive pay shall be payable the month following the month during
22 which the certificate is received, or the month following completion of
23 the employee's evaluation period, whichever is latest.

24 (f) Field Training Officers.

25 Police officers assigned by the Chief of Police, or his
26 designee, as Field Training Officers shall receive a differential of
27 five percent (5%) of their base salary for the period so assigned.
28 Each officer assigned as a Field Training Officer shall complete a

1 P.O.S.T. approved Field Training Officer School prior to assignment.
2 The number of field training officers, qualifications, and training for
3 such assignment shall be determined by the Chief of Police. Such
4 assignment shall be revoked at any time without recourse to the
5 disciplinary procedure.

6 (g) Personal Vehicle Allowance.

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

12 (h) Personal Vehicle Use and Maintenance.

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

19 (i) Uniform Allowance.

20 Vernon shall provide a uniform allowance as specified in
21 Schedule IV, Exhibit "D," for the 2000-2001 fiscal year of Vernon, for
22 the purchase of Uniform and related equipment.

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 grade
28 shall remain in the sole discretion of the City Council.

1 (k) Anniversary Date.

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

11 (1) Detective Assignment:

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

20 (m) Patrol Personnel.

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

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

4 (n) Experimental 4/10 Plan.

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

11 (o) Tuition Reimbursement.

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

19 **SECTION 24: CITY ADMINISTRATOR/CITY CLERK DEPARTMENT:**

20 (a) Personal Vehicle Allowance.

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

26 (b) Personal Vehicle Use and Maintenance.

27 The City shall not be responsible for repairs or any
28 additional costs for upkeep, fuel, lubrication, replacement in whole or

1 in part, or other expenses in connection with any such vehicle beyond
2 the respective amounts set forth in Schedule III, Exhibit "C."

3 (c) Additional Work Compensation.

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

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

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

15 (e) 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 Administrator and his spouse at no cost to them and said benefit shall
19 be in conjunction with their PERS membership.

20 (f) City Administrator/City Clerk Benefits.

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

24 (1) Medical and Dental Expenses.

25 One hundred percent (100%) of all medical and dental expenses
26 to be paid by the City after insurance has paid. In addition, upon
27 retirement and with at least twenty-five (25) years of continuous
28 uninterrupted service, (i) the City will pay the insurance premium for

1 the City's medical and dental insurance program for both the City
2 Administrator/City Clerk as well as his spouse and (ii) the City will
3 continue to pay one hundred percent (100%) of all medical and dental
4 expenses after insurance has paid;

5 **(2) Employee Activity Expense Reimbursement.**

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

9 **(3) Executive Leave.**

10 Twenty-four (24) days of executive leave effective
11 July 1, 2000;

12 **(4) ICMA Retirement.**

13 The City shall deposit the sum of \$8,000.00 on January 1 of
14 2000 to the ICMA Retirement Corporation as deferred compensation, all
15 of said amount shall be credited to his individual account, and said
16 \$8,000.00 shall be deposited each and every year thereafter on or about
17 January 1 for as long as employee is employed by the City;

18 **(5) IRA Account.**

19 The City, who opened an IRA account and deposited the sum of
20 \$2,000.00 effective January 1, 1986, shall deposit the sum of \$2,000.00
21 effective January 1, 2000, and said \$2,000.00 shall be deposited each
22 and every year thereafter on or about January 1 for as long as employee
23 is employed by the City;

24 **(6) Vacation.**

25 Eight (8) additional vacation days in addition to the
26 vacation benefits provided for pursuant to Resolution No. 5645.

27 **(7) Unused Vacation/Executive Leave.**

28 Any unused vacation and/or executive leave days off can be

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

5 (8) **Membership in Country Club.**

6 The City shall maintain a membership for him;

7 (9) **Automobile Insurance.**

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

10 (10) **Limousine Service.**

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

13 (11) **Hours of Work.**

14 The hours of work to be as necessary;

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

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

20 (13) **Life Insurance.**

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

23 **SECTION 25: CITY COUNCIL DEPARTMENT:**

24 (a) **PERS Long-Term Health Care Benefit.**

25 The City shall provide a PERS long-term health care benefit
26 with comprehensive lifetime inflation protection for the City
27 Councilmembers and their spouses at no cost to them and said benefit
28 shall be in conjunction with their PERS membership.

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(b) Longevity Program.

City Councilmembers shall be provided the following:

(1) **Five (5) Years of Service.**

All eligible Councilmembers who have five (5) years of consecutive uninterrupted service on or before July 1, 2000; shall receive an additional five percent (5%) per month of their base salary upon reaching their 5th anniversary date and every year thereafter shall be entitled to said five percent (5%) per month upon reaching said anniversary date until reaching the next eligible level of service.

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

All eligible Councilmembers who have ten (10) years of consecutive uninterrupted service on or before July 1, 2000, shall receive an additional ten percent (10%) per month of their base salary upon reaching their 10th anniversary date and every year thereafter shall be entitled to said ten percent (10%) per month upon reaching said anniversary date until reaching the next eligible level of service.

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

All eligible Councilmembers who have fifteen (15) years of consecutive uninterrupted service on or before July 1, 2000, shall receive an additional fifteen percent (15%) per month of their base salary upon reaching their 15th anniversary date and every year thereafter shall be entitled to said fifteen percent (15%) per month upon reaching said anniversary date until reaching the next eligible level of service.

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

All eligible Councilmembers who have twenty (20) years of

1 consecutive uninterrupted service on or before July 1, 2000, shall
2 receive an additional twenty percent (20%) per month of their base
3 salary upon reaching their 20th anniversary date and every year
4 thereafter shall be entitled to said twenty percent (20%) per month
5 upon reaching said anniversary date until reaching the next eligible
6 level of service.

7 **(5) Twenty-Five (25) Years of Service.**

8 The members of the City Council shall be eligible upon
9 reaching twenty-five (25) years of consecutive uninterrupted service
10 after October 15, 1995, to receive an additional twenty-five percent
11 (25%) of their base salary per month upon reaching their 25th
12 anniversary date and shall be entitled to said twenty-five percent
13 (25%) per month upon said anniversary date and every year thereafter.

14 **(c) Compensation.**

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

18 **(1) Expense Reimbursement.**

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

22 **(2) Attendance Allowance.**

23 (a) To each Councilmember a per meeting
24 attendance allowance for the following meetings and/or other required
25 or miscellaneous meetings or negotiations, authorized by the City
26 Council or Redevelopment Agency, when the Councilmember devotes two (2)
27 hours or less, including travel time for said meetings, shall be paid
28 as follows:

1	<u>Name of Committees,</u>	<u>Amount Per Meeting</u>
2	<u>Commissions, Boards</u>	
3	Personnel Committee	\$ 50.00
4	Finance Committee	\$100.00
5	Police/Fire Commission	\$ 50.00
6	Redevelopment Agency - not to	\$ 30.00
7	exceed 4 meetings per month	
8	Industrial Development	\$ 50.00
9	Authority	
10	Southeast Community Development	\$100.00
11	Corporation	
12	East Los Angeles College	\$100.00
13	Community Task Force Cities	
14	Southeast Water Coalition	\$100.00
15	Alternate	
16	Board Meetings of Water	\$100.00
17	Replenishment District of	
18	Southern California	
19	Committee Meetings of Water	\$100.00
20	Replenishment District of	
21	Southern California	
22	Board Meetings of Central Basin	\$100.00
23	Municipal Water District	
24	Committee Meetings of Central	\$100.00
25	Basin Municipal Water District	
26	Southeast Cities Traffic	
27	Improvement Authority -	\$100.00
28	(Slauson Avenue/710 Freeway	
	Interchange Project) Director	
	and Alternate	
	Committee Meetings of the	\$100.00
	Alameda Corridor Transportation	
	Authority	

(b) To each Councilmember a per meeting attendance allowance for all other miscellaneous meetings or

1 negotiations, authorized by the City Council or Redevelopment Agency,
2 and any meetings referred to above where the Councilmember devotes a
3 period of time which exceeds two (2) hours, including travel time for
4 said meetings, shall be paid as follows:

5 For meetings exceeding two (2) hours but not
6 exceeding one-half (1/2) day [(4) four hours] \$ 250.00
7 For meetings which exceed one-half (1/2) day \$ 500.00

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

12 **SECTION 26: Repeal of Certain Resolutions.**

13 All resolutions, or parts of resolutions not consistent with
14 or in conflict with this resolution, specifically Resolution Nos. 7359,
15 7400, 7416, 7425, 7445, 7458 and 7534 are hereby repealed.

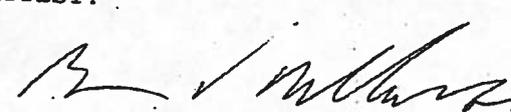
16 **SECTION 27: Certification of Passage.**

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

20 APPROVED AND ADOPTED this 27th day of June, 2000.

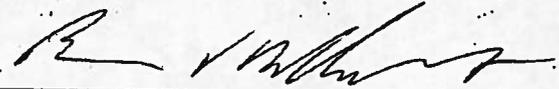
21
22
23 ATTEST:


LEONIS C. MALBURG, Mayor

24
25 
26 BRUCE V. MALKENHORST, City Clerk
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1 STATE OF CALIFORNIA)
2) SS.
3 COUNTY OF LOS ANGELES)

4 I, BRUCE V. MALKENHORST, City Clerk of the City of Vernon, do
5 hereby certify that the foregoing Resolution, being Resolution No.
6 7562, was duly adopted by the City Council of the City of Vernon at an
7 adjourned regular meeting of the City Council duly held on Tuesday,
8 June 27, 2000, and thereafter was duly signed by the Mayor of the City
9 of Vernon.

10 
11 _____
12 BRUCE V. MALKENHORST, City Clerk

13 (SEAL)

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EXHIBIT A

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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.

SECTION 3: The monthly rates referred to above are provided for in Schedule II, Exhibit "B." The City Administrator shall direct

SCHEDULE I
EXHIBIT "A"
A - 1

1 the establishment and maintenance of files assigning an hourly rate to
2 the employees of the City to be computed from the given monthly rates
3 in accordance with the above formula.

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

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

10 (b) The "annual rate" divided by 26 equals the "biweekly
11 rate."

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SCHEDULE I
EXHIBIT "A"
A - 2

EXHIBIT B

SCHEDULE II
DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

0.0325

		MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 1	\$11,527.00
	2	\$10,926.00
	3	\$10,356.00
	4	\$9,816.00
	5	\$9,304.00
	6	\$8,819.00
	7	\$8,359.00
	8	\$7,923.00
SENIOR CIVIL ENGINEER - 2210	STEP 1	\$8,701.00
	2	\$8,247.00
	3	\$7,817.00
	4	\$7,409.00
	5	\$7,023.00
	6	\$6,657.00
	7	\$6,310.00
	8	\$5,981.00
CIVIL ENGINEER - 2110 WATER OPERATIONS SUPERVISOR - 2160 CHIEF CODE INSPECTOR - 2140	STEP 1	\$7,495.00
	2	\$7,104.00
	3	\$6,734.00
	4	\$6,383.00
	5	\$6,050.00
	6	\$5,735.00
	7	\$5,436.00
	8	\$5,153.00
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 SENIOR BUILDING INSPECTOR - 4450	STEP 1	\$6,704.00
	2	\$6,355.00
	3	\$6,024.00
	4	\$5,710.00
	5	\$5,412.00
	6	\$5,130.00
	7	\$4,863.00
	8	\$4,609.00
FOREMAN - 2170	STEP 1	\$5,855.00
	2	\$5,550.00
	3	\$5,261.00
	4	\$4,987.00
	5	\$4,727.00
	6	\$4,481.00
	7	\$4,247.00
	8	\$4,026.00

07/01/00

SCHEDULE II
EXHIBIT "B" PAGE 1

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SCHEDULE II

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

0.0325

MONTHLY SALARY

ENGINEERING ASSOCIATE - 2120	STEP 1	\$5,699.00
MECHANICAL & PLUMBING INSPECTOR - 2800	2	\$5,402.00
ELECTRICAL INSPECTOR - 2900	3	\$5,120.00
CODE INSPECTOR - 2150	4	\$4,853.00
BUILDING INSPECTOR - 2190	5	\$4,600.00
	6	\$4,360.00
	7	\$4,133.00
	8	\$3,918.00
UTILITYMAN I - 2290	STEP 1	\$5,114.00
SECRETARY TO DIRECTOR OF COMMUNITY SERVICES - 4700	2	\$4,847.00
ENGINEERING ASSISTANT - 2180	3	\$4,594.00
PLANNING ASSISTANT - 2330	4	\$4,355.00
CODE ENFORCEMENT INSPECTOR - 4460	5	\$4,128.00
	6	\$3,913.00
	7	\$3,709.00
	8	\$3,516.00
UTILITYMAN II - 2310	STEP 1	\$4,127.00
SECRETARY - 4360	2	\$3,912.00
ENGINEERING AIDE - 2300	3	\$3,708.00
SENIOR UTILITY CLERK - 4200	4	\$3,515.00
	5	\$3,332.00
	6	\$3,158.00
	7	\$2,993.00
	8	\$2,837.00
	9	\$2,689.00

SCHEDULE II
EXHIBIT "B" PAGE 2

7/1/00

COV-MALSR 00013145

EX. 57 - 56

SCHEDULE II

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

0.0325

	MONTHLY SALARY	
UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	\$3,332.00
	2	\$3,158.00
	3	\$2,993.00
	4	\$2,837.00
	5	\$2,689.00
	6	\$2,549.00
	7	\$2,416.00
	8	\$2,290.00
UTILITYMAN IV - 2380	STEP 1	\$2,690.00
	2	\$2,550.00
	3	\$2,417.00
	4	\$2,291.00
	5	\$2,172.00
	6	\$2,059.00
	7	\$1,952.00
	8	\$1,850.00
UTILITY CLERK - 4220	STEP 1	\$3,332.00
	2	\$3,158.00
	3	\$2,993.00
	4	\$2,837.00
	5	\$2,689.00
	6	\$2,549.00
	7	\$2,416.00
	8	\$2,290.00
	9	\$2,171.00
	10	\$2,058.00
APPRENTICE MECHANIC - 2660	STEP 1	\$2,539.00
	2	\$2,407.00
	3	\$2,282.00
	4	\$2,163.00
	5	\$2,050.00
	6	\$1,943.00
	7	\$1,842.00
	8	\$1,746.00

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.

SCHEDULE II
EXHIBIT "B" PAGE 3

7/1/00

SCHEDULE II

UTILITIES DEPARTMENT SALARY SCALE

0.0325

MONTHLY SALARY

DIRECTOR OF UTILITIES- 2101	STEP 1	\$12,101.00
	2	\$11,470.00
	3	\$10,872.00
	4	\$10,305.00
	5	\$9,768.00
	6	\$9,259.00
	7	\$8,776.00
	8	\$8,318.00
ASSISTANT DIRECTOR OF - 5199 ENGINEERING & OPERATIONS ASSISTANT DIRECTOR OF - 5306 RESOURCE MANAGEMENT	STEP 1	\$9,323.00
	2	\$8,837.00
	3	\$8,376.00
	4	\$7,939.00
	5	\$7,525.00
	6	\$7,133.00
	7	\$6,761.00
RESOURCE & PROJECT - 5198 PLANNING MANAGER	STEP 1	\$8,288.00
	2	\$7,856.00
	3	\$7,446.00
	4	\$7,058.00
	5	\$6,690.00
	6	\$6,341.00
	7	\$6,010.00
	8	\$5,697.00
ELECTRICAL ENGINEER - 5301 RESOURCE ENGINEER - 5309	STEP 1	\$7,495.00
	2	\$7,104.00
	3	\$6,734.00
	4	\$6,383.00
	5	\$6,050.00
	6	\$5,735.00
	7	\$5,436.00
	8	\$5,153.00
ASSOCIATE ENGINEER - 5302 ENERGY MANAGEMENT REPRESENTATIVE - 5312 SENIOR SUBSTATION TECHNICIAN - 5218	STEP 1	\$6,384.00
	2	\$6,051.00
	3	\$5,736.00
	4	\$5,437.00
	5	\$5,154.00
	6	\$4,885.00
	7	\$4,630.00
	8	\$4,389.00
	9	\$4,160.00
ASSISTANT ENGINEER - 5204	STEP 1	\$5,699.00
	2	\$5,402.00
	3	\$5,120.00
	4	\$4,853.00
	5	\$4,600.00
	6	\$4,360.00
	7	\$4,133.00
	8	\$3,918.00

**SCHEDULE II
 EXHIBIT "B" PAGE 4**

7/01/00

COV-MALSR 00013147

SCHEDULE II
 UTILITIES DEPARTMENT SALARY SCALE 0.0325
 MONTHLY SALARY

CUSTOMER SERVICE & INFORMATION SYSTEM MANAGER - 4110	STEP 1	\$7,139.00
	2	\$6,767.00
	3	\$6,414.00
	4	\$6,080.00
	5	\$5,763.00
	6	\$5,463.00
	7	\$5,178.00
GAS SYSTEMS SUPERINTENDENT - 5101	STEP 1	\$6,177.00
	2	\$5,855.00
	3	\$5,550.00
	4	\$5,261.00
	5	\$4,987.00
	6	\$4,727.00
	7	\$4,481.00
INFORMATION SYSTEM SPECIALIST I - 4390 ASSOCIATE RESOURCE SCHEDULER - 5102	STEP 1	\$5,261.00
	2	\$4,987.00
	3	\$4,727.00
	4	\$4,481.00
	5	\$4,247.00
	6	\$4,026.00
	7	\$3,816.00
	8	\$3,617.00
CUSTOMER SERVICE REPRESENTATIVE - 4111 INFORMATION SYSTEM SPECIALIST II - 4380	1	\$3,908.00
	2	\$3,704.00
	3	\$3,511.00
	4	\$3,328.00
	5	\$3,155.00
	6	\$2,991.00
	7	\$2,835.00
	8	\$2,687.00
	9	\$2,547.00
	10	\$2,414.00
METER READER - 5205	STEP 1	\$3,818.00
	2	\$3,619.00
	3	\$3,430.00
	4	\$3,251.00
	5	\$3,082.00
	6	\$2,921.00
	7	\$2,769.00
	8	\$2,625.00
INFORMATION SYSTEM ANALYST - 5100	STEP 1	\$5,261.00
	2	\$4,987.00
	3	\$4,727.00
	4	\$4,481.00
	5	\$4,247.00
	6	\$4,026.00
	7	\$3,816.00
	8	\$3,617.00
	9	\$3,428.00
	10	\$3,249.00

SCHEDULE II
 EXHIBIT "B" PAGE 5

7/01/00

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EX. 57 - 59

SCHEDULE II
UTILITIES DEPARTMENT SALARY SCALE

0.0325

MONTHLY SALARY

POWER RESOURCE COORDINATOR - 5400	STEP 1	\$6,986.00
	2	\$6,622.00
	3	\$6,277.00
	4	\$5,950.00
	5	\$5,640.00
	6	\$5,346.00
	7	\$5,067.00
	8	\$4,803.00
SENIOR ELECTRONICS TECHNICIAN - 5315	STEP 1	\$6,767.00
	2	\$6,414.00
	3	\$6,080.00
	4	\$5,763.00
	5	\$5,463.00
	6	\$5,178.00
	7	\$4,908.00
	8	\$4,652.00
ELECTRONICS TECHNICIAN - 5111	STEP 1	\$5,885.00
	2	\$5,578.00
	3	\$5,287.00
	4	\$5,011.00
	5	\$4,750.00
	6	\$4,502.00
	7	\$4,267.00
	8	\$4,045.00
COMPUTER AIDED DRAFTING TECHNICIAN - 5305	STEP 1	\$4,354.00
	2	\$4,127.00
	3	\$3,912.00
	4	\$3,708.00
	5	\$3,515.00
	6	\$3,332.00
	7	\$3,158.00
	8	\$2,993.00
	9	\$2,837.00
FACILITIES COORDINATOR - 5104 ADMINISTRATIVE ASSOCIATE - 5103	STEP 1	\$4,127.00
	2	\$3,912.00
	3	\$3,708.00
	4	\$3,515.00
	5	\$3,332.00
	6	\$3,158.00
	7	\$2,993.00
	8	\$2,837.00
	9	\$2,689.00

SCHEDULE II
EXHIBIT "B" PAGE 6

7/01/00

COV-MALSR 00013149

EX. 57 - 60

SCHEDULE II

0.0325

UTILITIES DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SYSTEMS MANAGER - 5200	STEP 1	\$7,255.00
	2	\$8,877.00
	3	\$6,518.00
	4	\$8,178.00
	5	\$5,856.00
	6	\$5,551.00
	7	\$5,262.00
	8	\$4,988.00
SYSTEMS SUPERVISOR - 5201	STEP 1	\$8,517.00
	2	\$6,177.00
	3	\$5,855.00
	4	\$5,550.00
	5	\$5,281.00
	6	\$4,987.00
	7	\$4,727.00
	8	\$4,481.00
SYSTEMS COORDINATOR I - 5202 RESOURCE SCHEDULER - 5308	STEP 1	\$8,091.00
	2	\$5,773.00
	3	\$5,472.00
	4	\$5,187.00
	5	\$4,917.00
	6	\$4,681.00
	7	\$4,418.00
	8	\$4,188.00
	9	\$3,970.00
SYSTEMS COORDINATOR II - 5203 SUBSTATION TECHNICIAN - 5212	STEP 1	\$4,504.00
	2	\$4,289.00
	3	\$4,046.00
	4	\$3,835.00
	5	\$3,635.00
	6	\$3,445.00
	7	\$3,265.00
	8	\$3,095.00
SYSTEMS COORDINATOR TRAINEE -5203	STEP 1	\$2,633.00

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

7/01/00

SCHEDULE II

0.0325

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP 1	\$9,180.00
	2	\$8,701.00
	3	\$8,247.00
	4	\$7,817.00
	5	\$7,409.00
	6	\$7,023.00
	7	\$6,657.00
BATTALION CHIEF - 6120 ADMINISTRATIVE BATTALION CHIEF - 6220	STEP 1	\$7,434.00
	2	\$7,046.00
	3	\$6,679.00
	4	\$6,331.00
	5	\$6,001.00
	6	\$5,688.00
	7	\$5,391.00
CAPTAIN - 6130 ADMINISTRATIVE CAPTAIN - 6230	STEP 1	\$6,178.00
	2	\$5,856.00
	3	\$5,551.00
	4	\$5,262.00
	5	\$4,988.00
	6	\$4,728.00
	7	\$4,482.00
ENGINEER - 6150 ADMINISTRATIVE ENGINEER - 6250	STEP 1	\$5,187.00
	2	\$4,917.00
	3	\$4,661.00
	4	\$4,418.00
	5	\$4,188.00
	6	\$3,970.00
	7	\$3,763.00
FIREFIGHTER - 6180 ADMINISTRATIVE FIREFIGHTER - 6280	STEP 1	\$4,426.00
	2	\$4,195.00
	3	\$3,976.00
	4	\$3,769.00
	5	\$3,573.00
	6	\$3,387.00

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

SCHEDULE II
EXHIBIT "B" PAGE 8

07/01/00

COV-MALSR 00013151

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.0325

MONTHLY SALARY

BATTALION CHIEF - 1120 ADMINISTRATIVE BATTALION CHIEF - 1220	STEP 1	\$7,079.00
	2	\$6,710.00
	3	\$6,360.00
	4	\$6,028.00
	5	\$5,714.00
	6	\$5,416.00
	7	\$5,134.00
CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230	STEP 1	\$5,885.00
	2	\$5,578.00
	3	\$5,287.00
	4	\$5,011.00
	5	\$4,750.00
	6	\$4,502.00
	7	\$4,267.00
ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250	STEP 1	\$4,941.00
	2	\$4,683.00
	3	\$4,439.00
	4	\$4,208.00
	5	\$3,989.00
	6	\$3,781.00
	7	\$3,584.00
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280	STEP 1	\$4,215.00
	2	\$3,995.00
	3	\$3,787.00
	4	\$3,590.00
	5	\$3,403.00
	6	\$3,226.00

FIRE DEPARTMENT PERSONNEL HIRED AFTER 1986

**SCHEDULE II
EXHIBIT "B" PAGE 88**

07/01/00

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EX. 57 - 63

SCHEDULE II

0.0325

FIRE DEPARTMENT SALARY SCALE

	MONTHLY SALARY	
SECRETARY - 4360	STEP 1	\$4,127.00
	2	\$3,912.00
	3	\$3,708.00
	4	\$3,515.00
	5	\$3,332.00
	6	\$3,158.00
	7	\$2,993.00
	8	\$2,837.00
	9	\$2,689.00
UTILITY CLERK - 4220	STEP 1	\$3,332.00
	2	\$3,158.00
	3	\$2,993.00
	4	\$2,837.00
	5	\$2,689.00
	6	\$2,549.00
	7	\$2,416.00
	8	\$2,290.00
	9	\$2,171.00
	10	\$2,058.00

SCHEDULE II
POLICE DEPARTMENT SALARY SCALE

0.0325

		MONTHLY SALARY
CHIEF - 3100	STEP 1	\$9,989.00
	2	\$9,468.00
	3	\$8,974.00
	4	\$8,506.00
	5	\$8,063.00
	6	\$7,643.00
	7	\$7,245.00
CAPTAIN - 3110	STEP 1	\$7,967.00
	2	\$7,552.00
	3	\$7,158.00
	4	\$6,785.00
	5	\$6,431.00
	6	\$6,096.00
	7	\$5,778.00
LIEUTENANT - 3120	STEP 1	\$6,731.00
	2	\$6,380.00
	3	\$6,047.00
	4	\$5,732.00
	5	\$5,433.00
	6	\$5,150.00
	7	\$4,882.00
RECORDS MANAGER - 4270	STEP 1	\$5,605.00
	2	\$5,313.00
	3	\$5,036.00
	4	\$4,773.00
	5	\$4,524.00
	6	\$4,288.00
	7	\$4,064.00
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 1	\$4,127.00
	2	\$3,912.00
	3	\$3,708.00
	4	\$3,515.00
	5	\$3,332.00
	6	\$3,158.00
	7	\$2,993.00
	8	\$2,837.00
	9	\$2,689.00
TRANSCRIBER TYPIST - 3160	STEP 1	\$3,332.00
	2	\$3,158.00
	3	\$2,993.00
	4	\$2,837.00
	5	\$2,689.00
	6	\$2,549.00
	7	\$2,416.00
	8	\$2,290.00
	9	\$2,171.00
	10	\$2,058.00

7/01/00

SCHEDULE II
 EXHIBIT "B" PAGE 10

SCHEDULE II
POLICE DEPARTMENT SALARY SCALE

0.0325
0.0459

MONTHLY SALARY

CIVILIAN COURT OFFICER - 4370	STEP 1	\$3,977.00
	2	\$3,770.00
	3	\$3,573.00
	4	\$3,387.00
	5	\$3,210.00
	6	\$3,043.00
	7	\$2,884.00
	8	\$2,734.00
VERNON SERVICE OFFICER - 4300	STEP 1	\$3,252.00
	2	\$3,082.00
	3	\$2,921.00
	4	\$2,769.00
	5	\$2,625.00
	6	\$2,488.00
	7	\$2,358.00
	8	\$2,235.00
POLICE CADET - 3180	STEP 1	\$2,568.00
	2	\$2,434.00
	3	\$2,307.00
	4	\$2,187.00
	5	\$2,073.00
	6	\$1,965.00
	7	\$1,863.00
	8	\$1,766.00
SERGEANTS - 3130	STEP 1	\$5,585.00
	2	\$5,294.00
	3	\$5,018.00
	4	\$4,756.00
	5	\$4,508.00
	6	\$4,273.00
POLICE OFFICER - 3340	STEP 1	\$4,697.00
	2	\$4,452.00
	3	\$4,220.00
	4	\$4,000.00
	5	\$3,791.00
	6	\$3,593.00

SCHEDULE II
EXHIBIT "B" PAGE 11

7/01/00 (not including 3130 and 3340)

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EX. 57 - 66

SCHEDULE II

0.0325

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF DEPUTY CITY CLERK/SECRETARY TO THE CITY ADMINISTRATOR - 4280	STEP 1	\$5,605.00
	2	\$5,313.00
	3	\$5,036.00
	4	\$4,773.00
	5	\$4,524.00
	6	\$4,288.00
	7	\$4,064.00
	8	\$3,852.00
OFFICE MANAGER - 4120	STEP 1	\$4,772.00
	2	\$4,523.00
	3	\$4,287.00
	4	\$4,064.00
	5	\$3,852.00
	6	\$3,651.00
	7	\$3,461.00
	8	\$3,281.00
RISK MANAGER/PERSONNEL ASSISTANT - 4260	STEP 1	\$4,533.00
	2	\$4,297.00
	3	\$4,073.00
	4	\$3,861.00
	5	\$3,660.00
	6	\$3,469.00
	7	\$3,288.00
	8	\$3,117.00
BUDGET AUDITOR - 4330	STEP 1	\$6,004.00
	2	\$5,691.00
	3	\$5,394.00
	4	\$5,113.00
	5	\$4,846.00
	6	\$4,593.00
	7	\$4,354.00
	8	\$4,127.00
ACCOUNTANT - 4130	STEP 1	\$5,114.00
	2	\$4,847.00
	3	\$4,594.00
	4	\$4,355.00
	5	\$4,128.00
	6	\$3,913.00
	7	\$3,709.00
	8	\$3,516.00
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 1	\$4,533.00
	2	\$4,297.00
	3	\$4,073.00
	4	\$3,861.00
	5	\$3,660.00
	6	\$3,469.00
	7	\$3,288.00
	8	\$3,117.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	\$6,004.00
	2	\$5,691.00
	3	\$5,394.00
	4	\$5,113.00
	5	\$4,846.00
	6	\$4,593.00
	7	\$4,354.00
	8	\$4,127.00
LEGAL SECRETARY - 4290	STEP 1	\$5,114.00
	2	\$4,847.00
	3	\$4,594.00
	4	\$4,355.00
	5	\$4,128.00
	6	\$3,913.00
	7	\$3,709.00
	8	\$3,516.00

SCHEDULE II

0.0325

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

PAYROLL CLERK - 4180	STEP Y	\$4,622.00
SENIOR DISPATCHER(COMMUNICATIONS) - 4600	STEP 1	\$4,127.00
SENIOR UTILITY CLERK - 4520	2	\$3,912.00
SECRETARY - 4360	3	\$3,708.00
PURCHASING ASSISTANT - 4910 (StepY)	4	\$3,515.00
DEPUTY CITY CLERK - 4400	5	\$3,332.00
	6	\$3,158.00
	7	\$2,993.00
	8	\$2,837.00
	9	\$2,689.00
ADMINISTRATIVE AIDE I - 4900	STEP Y	\$4,390.00
	STEP 1	\$3,659.00
	2	\$3,468.00
	3	\$3,287.00
	4	\$3,116.00
	5	\$2,954.00
	6	\$2,800.00
	7	\$2,654.00
	8	\$2,516.00
	9	\$2,385.00
	10	\$2,261.00
DISPATCHER(COMMUNICATIONS) - 4500	STEP 1	\$3,332.00
ENVIRONMENTAL TECHNICIAN - 4350	2	\$3,158.00
	3	\$2,993.00
	4	\$2,837.00
	5	\$2,689.00
	6	\$2,549.00
	7	\$2,416.00
	8	\$2,290.00

SCHEDULE II

0.0325

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
ACCOUNT CLERK - 4230	STEP 1	\$3,498.00
	2	\$3,316.00
	3	\$3,143.00
	4	\$2,979.00
	5	\$2,824.00
	6	\$2,677.00
	7	\$2,537.00
	8	\$2,405.00
	9	\$2,280.00
	10	\$2,161.00
TYPIST/SWITCHBOARD OPERATOR - 4210 UTILITY CLERK - 4220 PERSONNEL CLERK - 4240	STEP 1	\$3,332.00
	2	\$3,158.00
	3	\$2,993.00
	4	\$2,837.00
	5	\$2,689.00
	6	\$2,549.00
	7	\$2,416.00
	8	\$2,290.00
	9	\$2,171.00
	10	\$2,058.00
COUNCILMAN		\$1,931.00
DEPUTY CITY TREASURER		\$100.00

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

07/01/00

COV-MALSR 00013158

SCHEDULE II

0.0325

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR/CITY CLERK - 4000	STEP 1	\$31,055.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	\$9,780.00
	2	\$9,251.00
	3	\$8,769.00
	4	\$8,312.00
	5	\$7,879.00
	6	\$7,468.00
	7	\$7,079.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	STEP 1	\$7,908.00
	2	\$7,496.00
	3	\$7,105.00
	4	\$6,735.00
	5	\$6,384.00
	6	\$6,051.00
	7	\$5,736.00
ASSISTANT FINANCE DIRECTOR - 4102	STEP 1	\$7,622.00
	2	\$7,225.00
	3	\$6,848.00
	4	\$6,491.00
	5	\$6,153.00
	6	\$5,832.00
	7	\$5,528.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	\$7,104.00
	2	\$6,734.00
	3	\$6,383.00
	4	\$6,050.00
	5	\$5,735.00
	6	\$5,436.00
	7	\$5,153.00

SCHEDULE II
EXHIBIT "B" PAGE 12

7/01/00

COV-MALSR 00013159

EX. 57 - 70

EXHIBIT C

**SCHEDULE III
AUTOMOBILE ALLOWANCE**

	MONTHLY ALLOWANCE
POLICE CAPTAIN	\$480.00
DEPUTY CITY TREASURER	\$420.00
ASSISTANT DIRECTOR OF RESOURCE MANAGEMENT	\$420.00
ASSISTANT DIRECTOR OF ENGINEERING & OPERATIONS	\$420.00
OFFICE MANAGER	\$300.00
CHIEF DEPUTY CITY CLERK	\$110.00

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"**

7/01/00

COV-MALSR 0001316

EX. 57 - 72

EXHIBIT D

**SCHEDULE IV
UNIFORM ALLOWANCE**

2000-2001

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 2000-2001 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 2000.

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, 2000.

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, 2000.

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 2000-2001 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

**SCHEDULE IV
EXHIBIT "D"**

7/01/00

COV-MALSR 00013163

EX. 57 - 74

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, 1999:

Court Pay, effective September 1, 1999:

All Day Appearance	\$178.50
Half Day Appearance	\$122.50
Stand-by (all day)	\$102.00
Stand-by (1/2 day)	\$51.00

SCHEDULE V
Exhibit "E"

09/01/99

COV-MALSR 00013165

EX. 57 - 76