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RESOLUTION NO. 8007

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
VERNON FIXING THE COMPENSATION FOR CERTAIN
EMPLOYEES OF SAID CITY AS OF JULY 1, 2002,
AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, on June 27, 2001, the City Council of the City of
Vernon adopted Resolution No. 7796, as amended by Resolution Nos.
7819, 7826, 7828, 7852, 7853, 7869, 7885, 7869, 7885, 7889, 7910 and
7984 adopted on August 22, 2001, September 5, 2001, October 3, 2001,
October 17, 2001, November 7, 2001, November 28, 2001, December 19,
2001, January 10, 2002, February 27, 2002 and June 19, 2002,
respectively, fixing the compensation for certain employees of the
City of Vernon and authorized certain expense allowances as of July 1,
2001; 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, 2002; 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

WHEREAS, the City Council of the City of Vernon in
Resolution Nos. 5120, adopted on June 29, 1984, and 6258, adopted on

1 October 5, 1993, provided that the City shall pay the employees' total
2 contribution to PERS; and

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

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

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

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

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

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

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

25 WHEREAS, on October 17, 2000, the City Council of the City of
26 Vernon adopted Resolution No. 7649 establishing the vacation and
27 holiday policy for City employees; and

28 WHEREAS, on October 16, 1979, the City Council of the City

1 of Vernon adopted Resolution No. 4677 establishing a four (4) day work
2 week and the City Council wishes to reaffirm the continuation of said
3 program; and

4 WHEREAS, on September 16, 1986, the City Council of the City
5 of Vernon adopted Resolution No. 5314 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, on June 20, 1991, the City Council of the City of
13 Vernon adopted Resolution No. 5946, as amended by Resolution No. 7566
14 on July 11, 2000, establishing a Gas Municipal Utility Department
15 within the City of Vernon; and

16 WHEREAS, the City Council by Resolution No. 5950 adopted on
17 July 2, 1991, as amended by Resolution Nos. 5979, 6369, 7060, 7101,
18 7559 and 7810 adopted on August 20, 1991, December 21, 1993, December
19 16, 1997, June 2, 1998, June 27, 2000 and August 1, 2001, respectively,
20 established an attendance incentive program wherein qualified employees
21 are eligible to select gifts from specified brochures; and

22 WHEREAS, on September 19, 1995, the City Council of the City
23 of Vernon adopted Resolution No. 6687, as amended by Resolution No.
24 7558 on June 27, 2000, adopting a discretionary educational assistance
25 program; and

26 WHEREAS, on July 3, 2002, the City Council of the City of
27 Vernon intends to adopt Resolution No. 8013 to amend Resolution No.
28 6687 which adopted a discretionary educational assistance program; and

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

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

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

23 WHEREAS, on September 5, 2001, the City Council of the City
24 of Vernon adopted Resolution No. 7825 approving a Fifth Side-Letter
25 Agreement between the MERR and the VPOBA (Employee Group 2) which,
26 among other things, provided for an additional six (6) years extension,
27 to August 31, 2011; and

28 WHEREAS, on March 6, 2002, the City Council of the City of

1. Vernon adopted Resolution No. 7920 approving an Amendment to the Fifth
2. Side-Letter Agreement between the MERR and the VPOBA (Employee Group 2)
3. providing for the continuation of the 3/12 work schedule; and

4. WHEREAS, on February 16, 1993, the City Council of the City
5. of Vernon adopted Resolution No. 6214 adopting a grievance procedure
6. for resolving any complaints alleging violations of the American with
7. Disabilities Act; and

8. WHEREAS, on April 6, 1993, the City Council of the City of
9. Vernon adopted Resolution No. 6232, as amended by Resolution No. 7580
10. on July 26, 2000, adopting a policy to prevent sexual harassment; and

11. WHEREAS, on March 9, 1993, the City Council of the City of
12. Vernon adopted Resolution No. 6220 adopting a policy on the use of
13. computer software on City-owned computers; and

14. WHEREAS, the City Council has established medical benefits
15. for employees of the City of Vernon as provided by Resolution No. 7258
16. adopted by the City Council of the City of Vernon on January 5, 1999;
17. and

18. WHEREAS, the City Council by Resolution No. 8009 adopted on
19. June 26, 2002, approved the payment of insurance premiums for life,
20. health and dental benefits as such benefits are in effect as of
21. June 30, 2002, for all full-time regular employees only and their
22. dependents during the 2002-2003 fiscal year as follows: (1) all
23. miscellaneous employees; (2) all Fire Department employees; (3) all
24. sworn police officers, including Group 2 who are represented by the
25. Vernon Police Officers' Benefit Association, and the following officers
26. of the City: the City Administrator and City Councilmembers; and

27. WHEREAS, the City Council intends to continue to provide a
28. PERS long-term health care benefit with comprehensive lifetime

1 inflation protection for the City Councilmembers, the City
2 Administrator, and their spouses and that said benefit shall be
3 provided at no cost to them; and.

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

7 WHEREAS, on October 17, 1995, the City Council of the City of
8 Vernon adopted Resolution No. 6696, as amended by Resolution No. 7295
9 on March 16, 1999, Resolution No. 7344 on June 1, 1999, Resolution
10 No. 7406 on August 17, 1999 and Resolution No. 7849 on October 17,
11 2001, adopting a family and medical leave policy; and

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

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

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

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

28 WHEREAS, on March 3, 1998, the City Council of the City of

1 Vernon adopted Resolution No. 7097 approving policy statements and
2 procedures for conducting criminal background checks for employment.
3 purposes; and

4 WHEREAS, the City Council of the City of Vernon requires all
5 new employees to serve a one (1) year minimum evaluation period during
6 which time the employee receives formal training and monthly
7 evaluations; and

8 WHEREAS, consistent with the City Council's policy that all
9 City employees serve at the will and pleasure of the City Council, all
10 City employees are considered at-will employees while serving their
11 evaluation period, as well as after completion of the evaluation
12 period; and

13 WHEREAS, on July 28, 1998, the City Council of the City of
14 Vernon adopted Resolution No. 7193, as amended by Resolution No. 7702
15 on February 7, 2001, approving a mandatory retirement age of sixty-five
16 (65) for all City of Vernon Firefighters but reserving the right to
17 extend the retirement age for any firefighter, based on certain
18 criteria; and

19 WHEREAS, the City Council by Resolution No. 7261 adopted on
20 January 26, 1999, approved a City of Vernon Equal Employment
21 Opportunity Plan; and

22 WHEREAS, on September 19, 2000, the City Council of the City
23 of Vernon adopted Resolution No. 7635, as amended by Resolution No.
24 7753 on May 2, 2001, providing for a Supplemental Executive Retirement
25 Plan; and

26 WHEREAS, on December 19, 2001, the City Council of the City
27 of Vernon adopted Resolution No. 7883, as amended by Resolution No.
28 7959 on May 8, 2002, adopting a military leave policy; and

1 WHEREAS, on May 15, 2002, the City Council of the City of
2 Vernon adopted Resolution No. 7967 declaring its intent regarding the
3 City's administrative organization.

4 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
5 CITY OF VERNON AS FOLLOWS:

6 **SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE CITY**
7 **COUNCIL.**

8 The City Council of the City of Vernon hereby declares that
9 its intention in adopting Resolution No. 4027, Section 5(h), was to
10 reserve for the City Council complete and exclusive discretion to
11 determine matters relating to the discharge, suspension or other manner
12 of discipline of all employees in conformance with its long standing
13 view and policy that all employees of the City of Vernon serve at the
14 will and pleasure of the City Council.

15 **SECTION 2: EMPLOYMENT AGREEMENT.**

16 All employees of the City of Vernon serve at the will and
17 pleasure of the City Council. Prior to employment or prior to
18 promotion, employees will be requested to sign an employment agreement
19 establishing that their employment is at the will and pleasure of the
20 City Council as a condition of being appointed to said position. The
21 form of the employment agreement must be approved by the Personnel
22 Committee or the City Council and executed by the City Administrator as
23 a condition preceding said employee's employment or promotion.

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

25 There is hereby established a program in the Police
26 Department for new police officers wherein the City of Vernon shall
27 agree to pay for costs associated with attendance at a police academy
28 and field training for individual police candidates pursuant to a

1 contract wherein said candidate shall agree in consideration of said
2 salary to remain with the City of Vernon for at least three (3) years,
3 or for a lesser term if approved by the City Council.

4 **SECTION 4: EFFECTIVE DATE.**

5 Effective July 1, 2002, there is hereby established and
6 approved compensation and other benefits and expenses provided for
7 herein as set forth below for employees and officers of the City of
8 Vernon. This resolution shall not affect or alter the existing
9 compensation of any officer or employee not specifically set forth
10 herein.

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

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

- 22 (a) Department of Community Services & Water.
- 23 (b) Utilities Department.
- 24 (c) Fire Department.
- 25 (d) Police Department.
- 26 (e) City Administrator/City Clerk Department.
- 27 (f) City Council Department.

28 / / /

1 b. Vision Care.

2 The City shall provide a vision care benefit to employees
3 only and not dependents.

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

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

10 a. Five (5) Years of Service.

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

18 b. Ten (10) Years of Service.

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

26 c. Fifteen (15) Years of Service.

27 All eligible employees who have fifteen (15) years of
28 consecutive uninterrupted service on or before July 1, 1988, shall

1 receive an additional fifteen percent (15%) per month of their base
2 salary effective July 1, 1988, and every year thereafter until reaching
3 the next step. Employees upon reaching their 15th anniversary date
4 after July 1, 1988, shall be entitled to said fifteen percent (15%) per
5 month upon said anniversary date.

6 d. Twenty (20) Years of Service.

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

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

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

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

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

1 July 1, 1991, shall be entitled to said twenty-five percent (25%) per
2 month upon said anniversary date.

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

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

11 h. Compensation Not Cumulative.

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

15 i. Police Employees in Group 2 on or Before June 30,
16 1995.

17 The longevity program described in Section 9 will also apply
18 to the police employees in Group 2 employed on or before June 30,
19 1995.

20 j. Employees Employed After June 30, 1994 and
21 Exceptions Pertaining to Police Employees in Group
22 2.

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

26 . / / /

27 / / /

28 / / /

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

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

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

13 b. Police Employees in Group 2 Employed on or After
14 July 1, 1995 - Five (5) Years of Service.

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

24 **SECTION 11: PERFECT ATTENDANCE.**

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

28 / / /

1 a. Ten (10) Consecutive Years.

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

6 b. Eleven (11) Consecutive Years.

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

12 c. Twelve (12) Consecutive Years.

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

18 d. Thirteen (13) Consecutive Years.

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

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

25 All such employees who have fourteen (14) consecutive years
26 of perfect attendance and thereafter shall receive five (5) days off
27 with pay. Said days off are not to be carried over and must be taken
28 within twelve (12) months from the date the fourteen (14) consecutive

1 years have been reached and within twelve months thereafter from each
2 succeeding anniversary date of the fourteenth (14th) consecutive year
3 if said employee still maintains perfect attendance. No employee shall
4 receive any more than five (5) days off for perfect attendance.

5 f. Effect of Bereavement Leave on Perfect Attendance.

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

8 **SECTION 12: VACATION AND HOLIDAY POLICIES.**

9 a. Vacation and Holiday Policies.

10 Vacation and holiday policies for employees of the City of
11 Vernon are established and recited in Resolution No. 7649. However,
12 employees who are absent from their positions during the applicable
13 work day preceding or following a scheduled holiday or scheduled in
14 lieu holiday shall not receive pay for said holiday, unless such
15 absence is approved vacation or compensatory time.

16 b. Entitlement to One Additional In Lieu Holiday -
17 Police Department Employees in Group 2.

18 Pursuant to the Fifth Side-Letter Agreement, effective
19 September 1, 2002, Group 2 employees shall receive, during the fiscal
20 year, an additional "in lieu" holiday (for a maximum of 10 hours) if
21 the City Council, during such fiscal year, provides any additional
22 holiday to miscellaneous/general employees in addition to those
23 holidays provided for in Resolution No. 7649, Vacation and Holidays.

24 **SECTION 13: DISCRETIONARY EDUCATIONAL ASSISTANCE PROGRAM.**

25 The Discretionary Educational Assistance Program for
26 employees of the City of Vernon is set forth in Resolution No. 6687, as
27 amended by Resolution Nos. 7558 and 8013 adopted on June 27, 2000 and
28 July 3, 2002, respectively.

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. 7649.

26 d. Closure on Holidays.

27 Holiday benefits for all employees are provided in Resolution
28 No. 7649.

1 e. Overtime.

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

4 f. Lieutenants and Police Captain.

5 The City Council of the City of Vernon hereby affirms the
6 inclusion of plain clothes Lieutenants and Police Captain in the 4/10
7 work plan pursuant to its approval on September 21, 1999.

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

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

16 a. Hourly Employees.

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

25 b. 24-Hour Shift Fire Department Employees.

26 Fire Department personnel who serve on a twenty-four (24)
27 hour shift would be paid a widely fluctuating amount each pay period if
28 they were paid for hours actually worked; therefore, such employees

1 shall be paid for the average number of hours in a two (2) week period,
2 one hundred and twelve (112) hours. Exceptions for leave without pay
3 hours shall be reported and deducted from the average when pay is
4 computed. The "Exception Report" shall be in a form approved by the
5 City Administrator.

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

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

11 d. Leave Without Pay.

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

16 e. Exception to Leave Without Pay.

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

22 Whenever a Department Head certifies for pay an employee who
23 has been absent, he shall submit to the City Administrator/City Clerk
24 an employee signed absence form showing the reason for such absence,
25 length of service with the City, and total number of hours absent. The
26 approval of pay for employees for absent time shall remain in the sole
27 discretion of the City Council.

28 / / /

1 f. Return to Work.

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

15 g. Bereavement Leave.

16 At the discretion of the City Administrator, full-time
17 regular employees may be determined eligible for bereavement leave
18 with pay for the death of an immediate family member, a person related
19 by adoption, or marriage. In order to be eligible for such leave,
20 employee shall give advance notice to his or her immediate supervisor
21 or Department Head and shall provide any information necessary to
22 support such request. Bereavement leave may be granted, if necessary,
23 and if granted, shall not exceed the following number of days for any
24 one occurrence:

- 25 (1) three (3) days for those employees working a
26 5/80 work week;
27 (2) two (2) days for those employees working a
28 4/10 work week;

1 (3) one (1) day for those employees working a 12
2 hour day; and

3 (4) one (1) Shift Off for 24-hour fire personnel.

4 h. Bereavement Leave - Group 2 Employees.

5 Pursuant to the Fifth Side-Letter Agreement between the
6 Municipal Employees Relations Representative and the Vernon Police
7 Officers' Benefit Association, Group 2 employees shall receive
8 bereavement leave pursuant to the schedule set forth above.

9 **SECTION 17: AUTOMOBILE ALLOWANCES.**

10 a. Exceptions to Allowance.

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

16 b. Personal Vehicle Allowance.

17 Employees who, with Department Head approval, use their
18 personal automobile during the performance of their assigned duties
19 shall be compensated with an automobile allowance as provided for
20 herein. In the event that the automobile allowance for a particular
21 month provides less than thirty cents (30¢) a mile reimbursement or, if
22 no automobile allowance is provided, then the employee shall receive a
23 sum equal to thirty cents (30¢) a mile for reimbursement for use of
24 his/her personal automobile and said sum shall be based upon actual
25 miles traveled by said automobile.

26 c. Mileage Reimbursement.

27 Whenever a Department Head certifies for reimbursement on the
28 basis of mileage, he shall submit to the City Administrator/ City Clerk

1 a statement of the reason for paying such employee such mileage
2 reimbursement.

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

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

8 a. New Employees.

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

20 b. Evaluation Period.

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

1 and regular monthly evaluations which provide continuous information on
2 their job performance.

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

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

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

23 c. Promotion or Merit Increase in Grade.

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

1 receiving a recommendation from a Department Head or the City
2 Administrator which would support recognition by the City Council of
3 the services performed by the employees.

4 d. Effective Date of Promotions.

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

10 e. No Reduction of Pay by Promotion.

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

15 f. General Wage and Salary Policy.

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

23 g. Compensatory Time For Travel.

24 Compensatory time or pay will not be granted for travel to
25 attend business meetings, conferences, seminars and/or training
26 sessions that extend beyond regular business hours of employees.

27 h. Dress and Grooming Policy.

28 Personal cleanliness and neatness are important because of

1 the daily contacts an employee makes with the public and fellow
2 workers. As an employee representing the City of Vernon, an employee
3 should always look his/her best. Conduct on the job is very important;
4 an employee must always be aware that his/her behavior in public must
5 never offend or cause a citizen to question his/her performance and/or
6 his/her appearance.

7 **SECTION 19: FAIR LABOR STANDARDS ACT.**

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

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

19 a. Certificate of Registration.

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

24 b. Personal Vehicle Allowance.

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

1 Exhibit "C."

2 (1) **Responsibility For Upkeep of Vehicle.**

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

7 c. **Additional Hours Worked.**

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

14 d. **Dispatchers.**

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

20 **SECTION 21: UTILITIES DEPARTMENT:**

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

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

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

27 The City Administrator/City Clerk shall serve as the Chief
28 Executive Officer of the Utilities Department.

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(2) **Accountant.**

An Accountant in the Finance Department shall also serve as the Accountant in the Utilities Department.

(3) **Account Clerk.**

The Account Clerk in the Finance Department shall also serve as the Account Clerk in the Utilities Department.

b. Personal Vehicle Allowance.

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

(1) **Responsibility for Upkeep of Vehicle.**

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

c. Additional Hours Worked.

All employees in the Utilities Department, except the Director of Utilities, Deputy Director of Utilities, Assistant Director of Engineering & Operations, Assistant Director of Resource Management, Customer Service Manager and Systems Manager, required to work hours in addition to their regular forty (40) hour work week (excluding any time off during such week) shall be compensated for such additional hours worked.

SECTION 22: FIRE DEPARTMENT:

a. Fire Science Certificate.

All employees who hold a Fire Science Certificate or have

1 completed courses equivalent thereto shall receive an additional two
2 and one half percent (2 1/2%) per month of their base salary after
3 satisfactory completion of their evaluation period.

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

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

9 b. **Overtime.**

10 Fire Department personnel, with the exception of the Fire
11 Chief and Battalion Chiefs, shall be paid for overtime worked as
12 certified to by the Fire Chief and approved by the City Administrator
13 for the following reasons:

14 (1) **Disasters.**

15 Disasters such as major fires, civil disturbances, and other
16 emergency situations.

17 (2) **Extraordinary Circumstances.**

18 Extraordinary circumstances requiring more than ordinary law
19 enforcement or fire protection staffing.

20 c. **10-Hour Personnel-Additional Work.**

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

23 d. **24-Hour Shift Overtime.**

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

27 e. **Uniform Allowance.**

28 Vernon shall provide a uniform allowance as specified in

1 Schedule IV, Exhibit "D," for the 2001-2002 fiscal year of Vernon, for
2 the purchase of Uniforms and related equipment.

3 f. Personal Vehicle Allowance.

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

9 (1) Responsibility for Upkeep of Vehicle.

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

14 g. Merit Step.

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

23 h. Haz Mat Pay.

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

1 incentives.

2 **SECTION 23: POLICE DEPARTMENT:**

3 a. **MOU.**

4 For purposes of this resolution, all of the provisions in the
5 MOU dated March 1, 1988, adopted by the City Council of the City of
6 Vernon on March 15, 1988, pursuant to Resolution No. 5489, as extended
7 by a Side-Letter Agreement effective October 6, 1991, approved by the
8 City Council of the City of Vernon on January 21, 1992, pursuant to
9 Resolution No. 6001, the Second Side-Letter Agreement approved by the
10 City Council of the City of Vernon on October 5, 1993, pursuant to
11 Resolution No. 6258, the Third Side-Letter Agreement approved by the
12 City Council of the City of Vernon on July 11, 1995, pursuant to
13 Resolution No. 6656, the Fourth Side-Letter Agreement, approved by the
14 City Council of the City of Vernon on September 2, 1997, pursuant to
15 Resolution 7009 and the Fifth Side-Letter Agreement, approved by the
16 City Council of the City of Vernon on September 5, 2001, pursuant to
17 Resolution No. 7825, are referenced herein as though fully set forth at
18 length.

19 b. **Overtime.**

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

24 (1) **Disasters.**

25 Disasters such as major fires, civil disturbances, and other
26 emergency situations.

27 (2) **Extraordinary Circumstances.**

28 Extraordinary circumstances requiring more than ordinary law

1 enforcement or fire protection staffing.

2 c. Court Appearances.

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

7 (1) **Court Day Defined.**

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

13 d. Standby Status.

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

16 e. Payment of Incentive Compensation Peace Officers'
17 Standard Training Certificate

18 (1) **Police Management Employees.**

19 Police management employees (Police Chief, Police Captain and
20 Lieutenants) shall be eligible to receive peace officers' standard
21 training certificate incentive pay as follows:

22 (a) **POST Intermediate Certificate.**

23 Three percent (3%) of the employee's base monthly salary,
24 excluding all other compensation, for the employee earning and
25 possessing a POST intermediate certificate.

26 (b) **POST Advanced Certificate.**

27 Six percent (6%) of the employee's base monthly salary,
28 excluding all other compensation, for the employee earning and

1 possessing a POST advanced certificate.

2 **(c) Incentive Compensation.**

3 Payment of the aforesaid incentive compensation shall not be
4 cumulative and only the highest applicable incentive pay shall be paid.
5 Incentive pay shall be payable the month following the month during
6 which the certificate is received, or the month following completion of
7 the employee's evaluation period, whichever is latest.

8 **(2) Group 2 Employees.**

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

13 **(a) POST Intermediate Certificate.**

14 Three percent (3%) of the employee's base monthly salary,
15 excluding all other compensation, for the employee earning and
16 possessing a POST intermediate certificate.

17 **(b) POST Advanced Certificate.**

18 Six percent (6%) of the employee's base monthly salary,
19 excluding all other compensation, for the employee earning and
20 possessing a POST advanced certificate.

21 **(c) Incentive Compensation.**

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

27 **f. Field Training Officers.**

28 Police officers assigned by the Chief of Police, or his

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

9 **g. Personal Vehicle Allowance.**

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

15 **(1) Responsibility for Upkeep of Vehicle.**

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

20 **(2) Personal Vehicle Use and Maintenance.**

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

27 **h. Uniform Allowance.**

28 Vernon shall provide a uniform allowance as specified in

1 Schedule IV, Exhibit "D," for the 2001-2002 fiscal year of Vernon, for
2 the purchase of Uniform and related equipment:

3 i. Merit Steps.

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

9 j. Anniversary Date.

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

19 k. Detective Assignment.

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

28 / / /

1 1. Patrol Personnel.

2 Patrol personnel shall work a ten (10) hour shift. The first
3 one-half hour shall be used for briefing and training purposes. Lunch
4 time equal to one-half hour (Code 7) shall be part of the shift and is
5 only compensable if actually interrupted for purposes of an emergency
6 service call or not allowed. If Code 7 is interrupted for an emergency
7 service call or Code 7 is not allowed, the officer will be compensated
8 for one-half hour straight time or be granted one-half hour Code 7 time
9 at a later part of his/her shift. An officer who elects additional
10 compensation shall not be granted additional Code 7 time during his/her
11 shift. The current method of scheduling and utilizing Code 7 time,
12 with the exceptions stated above shall continue.

13 m. 4/10 Plan.

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

20 n. 3/12 Plan.

21 The City continues the 3/12 Plan for approved employees
22 assigned to patrol in accordance with the provisions specified in the
23 Amendment to Fifth Side-Letter Agreement.

24 o. Tuition Reimbursement.

25 All employees in the classification represented by the
26 Police Association in Group 2 shall be entitled to receive at the City
27 Council's sole discretion the same benefit under the educational
28 assistance program as is provided for miscellaneous city employees.

1 The receipt by one employee of such reimbursement is not to be
2 considered a precedent and shall not require the approval by the City
3 Council of a different employee's request for similar reimbursement.

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

5 Expense allowances, benefits and other information
6 relating to the City Administrator/City Clerk Department are currently
7 provided for in Resolution Nos. 7796, 7828, 7885 and 7984.

8 **SECTION 25: CITY COUNCIL DEPARTMENT:**

9 a. PERS Long-Term Health Care Benefit.

10 The City shall provide a PERS long-term health care benefit
11 with comprehensive lifetime inflation protection for the City
12 Councilmembers and their spouses at no cost to them.

13 b. Longevity Program.

14 City Councilmembers shall be provided the following:

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

16 All eligible Councilmembers who have five (5) years of
17 consecutive uninterrupted service on or before July 1, 2001, shall
18 receive an additional five percent (5%) per month of their base salary
19 upon reaching their 5th anniversary date and every year thereafter
20 shall be entitled to said five percent (5%) per month upon reaching
21 said anniversary date until reaching the next eligible level of
22 service.

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

24 All eligible Councilmembers who have ten (10) years of
25 consecutive uninterrupted service on or before July 1, 2001, shall
26 receive an additional ten percent (10%) per month of their base salary
27 upon reaching their 10th anniversary date and every year thereafter
28 shall be entitled to said ten percent (10%) per month upon reaching

1 compensation for Councilmembers set forth in Schedule II, Exhibit "B":

2 (1) **Expense Reimbursement.**

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

6 (2) **Attendance Allowance.**

7 (a) To each Councilmember a per meeting
8 attendance allowance for the following meetings and/or other required
9 or miscellaneous meetings or negotiations when the Councilmember
10 devotes two (2) hours or less, including travel time for said meetings,
11 shall be paid as follows:

12	<u>Name of Committees,</u>	<u>Amount Per Meeting</u>
13	<u>Commissions, Boards</u>	
14	Personnel Committee	\$ 50.00
15	Finance Committee	\$100.00
16	Police/Fire Commission	\$ 50.00
17	Redevelopment Agency - not to exceed 4 meetings per month	\$ 30.00
18	Industrial Development Authority	\$ 50.00
20	Southeast Community Development Corporation	\$100.00
22	East Los Angeles College Community Task Force Cities	\$100.00
24	Southeast Water Coalition Alternate	\$100.00
26	Board Meetings of Water Replenishment District of Southern California	\$100.00
28	Committee Meetings of Water Replenishment District of Southern California	\$100.00

1
2 Board Meetings of Central Basin \$100.00
Municipal Water District
3
4 Committee Meetings of Central \$100.00
Basin Municipal Water District
5 Southeast Cities Traffic
6 Improvement Authority - \$100.00
7 (Slauson Avenue/710 Freeway
Interchange Project) Director
and Alternate
8
9 Committee Meetings of the \$100.00
Alameda Corridor Transportation
Authority

10 (b) To each Councilmember a per meeting
11 attendance allowance for all other miscellaneous meetings or
12 negotiations and any meetings referred to above where the Councilmember
13 devotes a period of time which exceeds two (2) hours, including travel
14 time for said meetings, shall be paid as follows:

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

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

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

23 All resolutions, or parts of resolutions not consistent with
24 or in conflict with this resolution are hereby repealed.

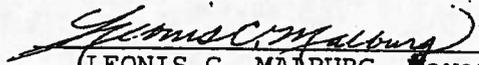
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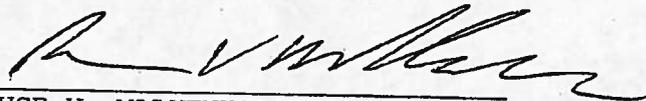
1 **SECTION 27: Certification of Passage.**

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

5 APPROVED AND ADOPTED this 3rd day of July, 2002.

8 ATTEST:


LEONIS C. MALBURG, Mayor

9
10 
11 BRUCE V. MALKENHORST, City Clerk

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STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
)

I, BRUCE V. MALKENHORST, City Clerk of the City of Vernon, do hereby certify that the foregoing Resolution, being Resolution No. 8007 was duly adopted by the City Council of the City of Vernon at a regular meeting of the City Council duly held on Wednesday, July 3, 2002, and thereafter was duly signed by the Mayor of the City of Vernon.


BRUCE V. MALKENHORST, City Clerk

(SEAL)

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

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

0.03

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

MONTHLY SALARY

			OLD
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 8	12,229.00	STEP 1
	7	11,591.00	2
	6	10,987.00	3
	5	10,414.00	4
	4	9,871.00	5
	3	9,356.00	6
	2	8,868.00	7
	1	8,406.00	8
SENIOR CIVIL ENGINEER - 2210	STEP 8	9,231.00	STEP 1
	7	8,750.00	2
	6	8,294.00	3
	5	7,862.00	4
	4	7,452.00	5
	3	7,064.00	6
	2	6,696.00	7
	1	6,347.00	8
CIVIL ENGINEER - 2110 WATER OPERATIONS SUPERVISOR - 2160 CHIEF CODE INSPECTOR - 2140	STEP 8	7,952.00	STEP 1
	7	7,537.00	2
	6	7,144.00	3
	5	6,772.00	4
	4	6,419.00	5
	3	6,084.00	6
	2	5,767.00	7
	1	5,466.00	8
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 SENIOR PLAN CHECK ENGINEER - 2190	STEP 8	7,112.00	STEP 1
	7	6,741.00	2
	6	6,390.00	3
	5	6,057.00	4
	4	5,741.00	5
	3	5,442.00	6
	2	5,158.00	7
	1	4,889.00	8
FOREMAN - 2170	STEP 8	6,212.00	STEP 1
	7	5,888.00	2
	6	5,581.00	3
	5	5,290.00	4
	4	5,014.00	5
	3	4,753.00	6
	2	4,505.00	7
	1	4,270.00	8

SCHEDULE II
 EXHIBIT "B" PAGE 1

07/01/02

SCHEDULE II

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

0.03

MONTHLY SALARY

			OLD
ENGINEERING ASSOCIATE - 2120	STEP 8	6,046.00	STEP 1
MECHANICAL & PLUMBING INSPECTOR - 2800	7	5,731.00	2
ELECTRICAL INSPECTOR - 2900	6	5,432.00	3
CODE INSPECTOR - 2150	5	5,149.00	4
BUILDING INSPECTOR - 2190	4	4,881.00	5
	3	4,627.00	6
	2	4,386.00	7
	1	4,157.00	8
UTILITYMAN I - 2290	STEP 8	5,425.00	STEP 1
SECRETARY TO DIRECTOR OF	7	5,142.00	2
COMMUNITY SERVICES - 4700	6	4,874.00	3
ENGINEERING ASSISTANT - 2180	5	4,620.00	4
PLANNING ASSISTANT - 2330	4	4,379.00	5
CODE ENFORCEMENT INSPECTOR - 4460	3	4,151.00	6
	2	3,935.00	7
	1	3,730.00	8
UTILITYMAN II - 2310	STEP 9	4,379.00	STEP 1
SECRETARY - 4360	8	4,151.00	2
ENGINEERING AIDE - 2300	7	3,935.00	3
SENIOR UTILITY CLERK - 4200	6	3,730.00	4
	5	3,536.00	5
	4	3,352.00	6
	3	3,177.00	7
	2	3,011.00	8
	1	2,854.00	9
FIBER-OPTIC & TRAFFIC	STEP 8	8,850.00	STEP 1
SYSTEMS MANAGER - 2250	7	8,389.00	2
	6	7,952.00	3
	5	7,537.00	4
	4	7,144.00	5
	3	6,772.00	6
	2	6,419.00	7
	1	6,084.00	8
DEPUTY DIRECTOR OF COMMUNITY	STEP 8	10,274.00	STEP 1
SERVICES & WATER - 2102	7	9,738.00	2
	6	9,230.00	3
	5	8,749.00	4
	4	8,293.00	5
	3	7,861.00	6
	2	7,451.00	7
	1	7,063.00	8

SCHEDULE II
 EXHIBIT "B" PAGE 2

7/01/02

SCHEDULE II

0.03

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

	MONTHLY SALARY		OLD
UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390	STEP 8	3,535.00	STEP 1
	7	3,351.00	2
	6	3,176.00	3
	5	3,010.00	4
	4	2,853.00	5
	3	2,704.00	6
	2	2,563.00	7
	1	2,429.00	8
UTILITYMAN IV - 2380	STEP 8	2,854.00	STEP 1
	7	2,705.00	2
	6	2,564.00	3
	5	2,430.00	4
	4	2,303.00	5
	3	2,183.00	6
	2	2,069.00	7
	1	1,961.00	8
UTILITY CLERK - 4220	STEP 10	3,535.00	STEP 1
	9	3,351.00	2
	8	3,176.00	3
	7	3,010.00	4
	6	2,853.00	5
	5	2,704.00	6
	4	2,563.00	7
	3	2,429.00	8
	2	2,302.00	9
	1	2,182.00	10
APPRENTICE MECHANIC - 2660	STEP 8	2,693.00	STEP 1
	7	2,553.00	2
	6	2,420.00	3
	5	2,294.00	4
	4	2,174.00	5
	3	2,061.00	6
	2	1,954.00	7
	1	1,852.00	8

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY RANGE OF \$6.75 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

7/01/02

SCHEDULE II

0.03

UTILITIES DEPARTMENT SALARY SCALE

	MONTHLY SALARY		OLD
DIRECTOR OF UTILITIES- 2101	STEP 8	12,838.00	STEP 1
	7	12,169.00	2
	6	11,535.00	3
	5	10,934.00	4
	4	10,364.00	5
	3	9,824.00	6
	2	9,312.00	7
	1	8,827.00	8
DEPUTY DIRECTOR OF UTILITIES - 2150	STEP 1	10,722.00	1
ASSISTANT DIRECTOR OF - 5199 ENGINEERING & OPERATIONS	STEP 7	10,435.00	STEP 1
	6	9,891.00	2
	5	9,375.00	3
	4	8,886.00	4
	3	8,423.00	5
	2	7,984.00	6
	1	7,568.00	7
ELECTRICAL ENGINEER - 5301 RESOURCE ENGINEER - 5309	STEP 8	7,952.00	STEP 1
	7	7,537.00	2
	6	7,144.00	3
	5	6,772.00	4
	4	6,419.00	5
	3	6,084.00	6
	2	5,767.00	7
	1	5,466.00	8
ASSOCIATE ENGINEER - 5302 SENIOR SUBSTATION TECHNICIAN - 5216	STEP 9	6,773.00	STEP 1
	8	6,420.00	2
	7	6,085.00	3
	6	5,768.00	4
	5	5,467.00	5
	4	5,182.00	6
	3	4,912.00	7
	2	4,656.00	8
	1	4,413.00	9
ELECTRIC SERVICE PLANNER - 5204 ASSISTANT ENGINEER - 5312	STEP 8	6,046.00	STEP 1
	7	5,731.00	2
	6	5,432.00	3
	5	5,149.00	4
	4	4,881.00	5
	3	4,627.00	6
	2	4,386.00	7
	1	4,157.00	8

SCHEDULE II
 EXHIBIT "B" PAGE 4

7/1/02

SCHEDULE II
 UTILITIES DEPARTMENT
 SALARY SCALE

0.03
 MONTHLY SALARY

			OLD
CUSTOMER SERVICE MANAGER - 4110	STEP 7	7,574.00	STEP 1
	6	7,179.00	2
	5	6,805.00	3
	4	6,450.00	4
	3	6,114.00	5
	2	5,795.00	6
	1	5,493.00	7
GAS SYSTEMS SUPERINTENDENT - 5101	STEP 7	6,553.00	STEP 1
	6	6,211.00	2
	5	5,887.00	3
	4	5,580.00	4
	3	5,289.00	5
	2	5,013.00	6
	1	4,752.00	7
ASSOCIATE RESOURCE SCHEDULER - 5102	STEP 8	5,582.00	STEP 1
	7	5,291.00	2
	6	5,015.00	3
	5	4,754.00	4
	4	4,506.00	5
	3	4,271.00	6
	2	4,048.00	7
	1	3,837.00	8
CUSTOMER SERVICE REPRESENTATIVE - 4111 LEAD METER READER - 5206	STEP 10	4,146.00	STEP 1
	9	3,930.00	2
	8	3,725.00	3
	7	3,531.00	4
	6	3,347.00	5
	5	3,173.00	6
	4	3,008.00	7
	3	2,851.00	8
	2	2,702.00	9
	1	2,561.00	10
METER READER - 5205	STEP 8	4,051.00	STEP 1
	7	3,840.00	2
	6	3,640.00	3
	5	3,450.00	4
	4	3,270.00	5
	3	3,100.00	6
	2	2,938.00	7
	1	2,785.00	8

7/1/02

SCHEDULE II
 EXHIBIT "B" PAGE 5

SCHEDULE II

UTILITIES DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

Job Title	Step	Monthly Salary	Old Step
POWER RESOURCE COORDINATOR - 5400 ENGINEERING & OPERATIONS PROJECT MANAGER - 5197	STEP 8	7,412.00	OLD STEP 1
	7	7,026.00	2
	6	6,660.00	3
	5	6,313.00	4
	4	5,984.00	5
	3	5,672.00	6
	2	5,376.00	7
	1	5,096.00	8
SENIOR ELECTRONICS TECHNICIAN - 5315	STEP 8	7,179.00	STEP 1
	7	6,805.00	2
	6	6,450.00	3
	5	6,114.00	4
	4	5,795.00	5
	3	5,493.00	6
	2	5,207.00	7
	1	4,936.00	8
ELECTRONICS TECHNICIAN - 5111	STEP 8	6,244.00	STEP 1
	7	5,918.00	2
	6	5,609.00	3
	5	5,317.00	4
	4	5,040.00	5
	3	4,777.00	6
	2	4,528.00	7
	1	4,292.00	8
COMPUTER AIDED DRAFTING TECHNICIAN - 5305	STEP 9	4,620.00	STEP 1
	8	4,379.00	2
	7	4,151.00	3
	6	3,935.00	4
	5	3,730.00	5
	4	3,536.00	6
	3	3,352.00	7
	2	3,177.00	8
	1	3,011.00	9
FACILITIES COORDINATOR - 5104 ADMINISTRATIVE ASSOCIATE - 5103	STEP 9	4,379.00	STEP 1
	8	4,151.00	2
	7	3,935.00	3
	6	3,730.00	4
	5	3,536.00	5
	4	3,352.00	6
	3	3,177.00	7
	2	3,011.00	8
	1	2,854.00	9

7/01/02

SCHEDULE II
 EXHIBIT "B" PAGE 6

SCHEDULE II
UTILITIES DEPARTMENT SALARY SCALE 0.03

	MONTHLY SALARY		OLD
SYSTEMS MANAGER - 5200	STEP 8	7,656.00	STEP 1
	7	7,257.00	2
	6	6,879.00	3
	5	6,520.00	4
	4	6,180.00	5
	3	5,858.00	8
	2	5,553.00	7
	1	5,264.00	8
SYSTEMS SUPERVISOR - 5201	STEP 8	6,914.00	STEP 1
	7	6,554.00	2
	6	6,212.00	3
	5	5,888.00	4
	4	5,581.00	5
	3	5,290.00	6
	2	5,014.00	7
	1	4,753.00	8
SYSTEMS COORDINATOR I - 5202 RESOURCE SCHEDULER - 5308	STEP 9	6,462.00	STEP 1
	8	6,125.00	2
	7	5,808.00	3
	6	5,503.00	4
	5	5,216.00	5
	4	4,944.00	6
	3	4,688.00	7
	2	4,442.00	8
	1	4,210.00	9
SYSTEMS COORDINATOR II - 5203 SUBSTATION TECHNICIAN - 5212	STEP 8	4,778.00	STEP 1
	7	4,529.00	2
	6	4,293.00	3
	5	4,069.00	4
	4	3,857.00	5
	3	3,656.00	6
	2	3,465.00	7
	1	3,284.00	8
SYSTEMS COORDINATOR TRAINEE - 5203	STEP 1	2,793.00	STEP 1

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$6.75 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.

7/01/02

SCHEDULE II
 EXHIBIT "B" PAGE 7

SCHEDULE II
FIRE DEPARTMENT SALARY SCALE 0.03

MONTHLY SALARY

CHIEF - 1100	STEP 7	9,739.00	OLD STEP 1
	6	9,231.00	2
	5	8,750.00	3
	4	8,294.00	4
	3	7,862.00	5
	2	7,452.00	6
	1	7,064.00	7
BATTALION CHIEF - 6120 ADMINISTRATIVE BATTALION CHIEF - 6220	STEP 7	7,887.00	STEP 1
	6	7,476.00	2
	5	7,086.00	3
	4	6,717.00	4
	3	6,367.00	5
	2	6,035.00	6
	1	5,720.00	7
CAPTAIN - 6130 ADMINISTRATIVE CAPTAIN - 6230	STEP 7	6,554.00	STEP 1
	6	6,212.00	2
	5	5,888.00	3
	4	5,581.00	4
	3	5,290.00	5
	2	5,014.00	6
	1	4,753.00	7
ENGINEER - 6150 ADMINISTRATIVE ENGINEER - 6250	STEP 7	5,503.00	STEP 1
	6	5,216.00	2
	5	4,944.00	3
	4	4,686.00	4
	3	4,442.00	5
	2	4,210.00	6
	1	3,991.00	7
FIREFIGHTER - 6180 ADMINISTRATIVE FIREFIGHTER - 6280	STEP 7	4,696.00	STEP 1
	6	4,451.00	2
	5	4,219.00	3
	4	3,999.00	4
	3	3,791.00	5
	2	3,593.00	6
	1	3,406.00	7

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

SCHEDULE II
 EXHIBIT "B" PAGE 8

07/01/02

SCHEDULE II
FIRE DEPARTMENT SALARY SCALE 0.03

		MONTHLY SALARY	
BATTALION CHIEF - 1120 ADMINISTRATIVE BATTALION CHIEF - 1220	STEP 7	7,510.00	OLD
	6	7,118.00	STEP 1
	5	6,747.00	2
	4	6,395.00	3
	3	6,062.00	4
	2	5,746.00	5
	1	5,446.00	6
CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230	STEP 7	6,244.00	STEP 1
	6	5,918.00	2
	5	5,609.00	3
	4	5,317.00	4
	3	5,040.00	5
	2	4,777.00	6
	1	4,528.00	7
ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250	STEP 7	5,242.00	STEP 1
	6	4,969.00	2
	5	4,710.00	3
	4	4,464.00	4
	3	4,231.00	5
	2	4,010.00	6
	1	3,801.00	7
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280	STEP 7	4,471.00	STEP 1
	6	4,238.00	2
	5	4,017.00	3
	4	3,808.00	4
	3	3,609.00	5
	2	3,421.00	6
	1	3,243.00	7

FIRE DEPARTMENT PERSONNEL HIRED AFTER 1986

07/01/02

SCHEDULE II
 EXHIBIT "B" PAGE 9

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

	MONTHLY SALARY		
SECRETARY - 4360	STEP 9	4,379.00	OLD
	8	4,151.00	STEP 1
	7	3,935.00	2
	6	3,730.00	3
	5	3,536.00	4
	4	3,352.00	5
	3	3,177.00	6
	2	3,011.00	7
	1	2,854.00	8
			9
UTILITY CLERK - 4220	STEP 10	3,535.00	STEP 1
	9	3,351.00	2
	8	3,176.00	3
	7	3,010.00	4
	6	2,853.00	5
	5	2,704.00	6
	4	2,563.00	7
	3	2,429.00	8
	2	2,302.00	9
	1	2,182.00	10

07/01/02

SCHEDULE II
EXHIBIT "B" PAGE 10

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

0.03

	MONTHLY SALARY	OLD
CHIEF - 3100	STEP 7 10,598.00	STEP 1
	6 10,045.00	2
	5 9,521.00	3
	4 9,025.00	4
	3 8,555.00	5
	2 8,109.00	6
	1 7,686.00	7
CAPTAIN - 3110	STEP 7 8,452.00	STEP 1
	6 8,011.00	2
	5 7,593.00	3
	4 7,197.00	4
	3 6,822.00	5
	2 6,466.00	6
	1 6,129.00	7
LIEUTENANT - 3120	STEP 7 7,141.00	STEP 1
	6 6,769.00	2
	5 6,416.00	3
	4 6,082.00	4
	3 5,765.00	5
	2 5,464.00	6
	1 5,179.00	7
RECORDS MANAGER - 4270	STEP 7 5,946.00	STEP 1
	6 5,636.00	2
	5 5,342.00	3
	4 5,064.00	4
	3 4,800.00	5
	2 4,550.00	6
	1 4,313.00	7
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 9 4,379.00	STEP 1
	8 4,151.00	2
	7 3,935.00	3
	6 3,730.00	4
	5 3,536.00	5
	4 3,352.00	6
	3 3,177.00	7
	2 3,011.00	8
	1 2,854.00	9
TRANSCRIBER TYPIST - 3160	STEP 10 3,535.00	STEP 1
	9 3,351.00	2
	8 3,176.00	3
	7 3,010.00	4
	6 2,853.00	5
	5 2,704.00	6
	4 2,563.00	7
	3 2,429.00	8
	2 2,302.00	9
	1 2,182.00	10

SCHEDULE II
 EXHIBIT "B" PAGE 11

7/01/02

SCHEDULE II
POLICE DEPARTMENT SALARY SCALE 0.03

	MONTHLY SALARY		OLD
CIVILIAN COURT OFFICER - 4370	STEP 8	4,219.00	STEP 1
	7	3,999.00	2
	6	3,791.00	3
	5	3,593.00	4
	4	3,406.00	5
	3	3,228.00	6
	2	3,060.00	7
	1	2,900.00	8
VERNON SERVICE OFFICER - 4300	STEP 8	3,451.00	STEP 1
	7	3,271.00	2
	6	3,100.00	3
	5	2,938.00	4
	4	2,785.00	5
	3	2,640.00	6
	2	2,502.00	7
	1	2,372.00	8
POLICE CADET - 3180	STEP 8	2,724.00	STEP 1
	7	2,582.00	2
	6	2,447.00	3
	5	2,319.00	4
	4	2,198.00	5
	3	2,083.00	6
	2	1,974.00	7
	1	1,871.00	8
SERGEANTS - 3130	STEP 6	5,940.00	STEP 1
	5	5,630.00	2
	4	5,336.00	3
	3	5,058.00	4
	2	4,794.00	5
	1	4,544.00	6
POLICE OFFICER - 3340	STEP 6	4,996.00	STEP 1
	5	4,736.00	2
	4	4,489.00	3
	3	4,255.00	4
	2	4,033.00	5
	1	3,823.00	6

SCHEDULE II
 EXHIBIT "B" PAGE 12

7/01/02 (except 3130 and 3340)

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

	MONTHLY SALARY		
CITY ADMINISTRATOR/CITY CLERK - 400X	STEP 1	33,276.00	STEP 1
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 7	10,355.00	OLD STEP 1
	6	9,815.00	2
	5	9,303.00	3
	4	8,818.00	4
	3	8,358.00	5
	2	7,922.00	6
	1	7,509.00	7
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	STEP 7	8,389.00	STEP 1
	6	7,952.00	2
	5	7,537.00	3
	4	7,144.00	4
	3	6,772.00	5
	2	6,419.00	6
	1	6,084.00	7
ASSISTANT FINANCE DIRECTOR - 4102	STEP 7	8,087.00	STEP 1
	6	7,665.00	2
	5	7,285.00	3
	4	6,886.00	4
	3	6,527.00	5
	2	6,187.00	6
	1	5,864.00	7
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 7	7,537.00	STEP 1
	6	7,144.00	2
	5	6,772.00	3
	4	6,419.00	4
	3	6,084.00	5
	2	5,767.00	6
	1	5,466.00	7
OFFICE MANAGER - 4120 RISK MANAGER/PERSONNEL ASSISTANT - 4260 BUDGET AUDITOR - 4330	STEP 8	5,946.00	STEP 1
	7	5,636.00	2
	6	5,342.00	3
	5	5,064.00	4
	4	4,800.00	5
	3	4,550.00	6
	2	4,313.00	7
	1	4,088.00	8

SCHEDULE II
 EXHIBIT "B" PAGE 13

07/01/02

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

	MONTHLY SALARY		OLD
CHIEF DEPUTY CITY CLERK/SECRETARY TO CITY ADMINISTRATOR - 4280	STEP 8	6,274.00	STEP 1
	7	5,947.00	2
	6	5,637.00	3
	5	5,343.00	4
	4	5,064.00	5
	3	4,800.00	6
	2	4,550.00	7
	1	4,313.00	8
ASST TO CHIEF DEPUTY CITY CLERK - 4190 ASST TO THE CITY ADMINISTRATOR - 4100	STEP 8	5,343.00	STEP 1
	7	5,064.00	2
	6	4,800.00	3
	5	4,550.00	4
	4	4,313.00	5
	3	4,088.00	6
	2	3,875.00	7
	1	3,673.00	8
ACCOUNTANT - 4130	STEP 8	5,062.00	STEP 1
	7	4,798.00	2
	6	4,548.00	3
	5	4,311.00	4
	4	4,086.00	5
	3	3,873.00	6
	2	3,671.00	7
	1	3,480.00	8
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 8	4,809.00	STEP 1
	7	4,558.00	2
	6	4,320.00	3
	5	4,095.00	4
	4	3,882.00	5
	3	3,680.00	6
	2	3,488.00	7
	1	3,306.00	8
ENVIRONMENTAL SPECIALIST - 4340	STEP 8	6,370.00	STEP 1
	7	6,038.00	2
	6	5,723.00	3
	5	5,425.00	4
	4	5,142.00	5
	3	4,874.00	6
	2	4,620.00	7
	1	4,379.00	8
LEGAL SECRETARY - 4290	STEP 8	5,425.00	STEP 1
	7	5,142.00	2
	6	4,874.00	3
	5	4,620.00	4
	4	4,379.00	5
	3	4,151.00	6
	2	3,935.00	7
	1	3,730.00	8

SCHEDULE II
 EXHIBIT "B" PAGE 14.

07/01/02

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

	MONTHLY SALARY		OLD
PAYROLL CLERK - 4180	STEP 10	4,622.00	STEP 1
SENIOR DISPATCHER(COMMUNICATIONS) - 4600	9	4,379.00	1
SENIOR UTILITY CLERK - 4520	8	4,151.00	2
SECRETARY - 4360	7	3,935.00	3
PURCHASING ASSISTANT - 4910 (STEP 10)	6	3,730.00	4
DEPUTY CITY CLERK - 4400	5	3,536.00	5
	4	3,352.00	6
	3	3,177.00	7
	2	3,011.00	8
	1	2,854.00	9
ADMINISTRATIVE AIDE I - 4900	STEP 10	4,390.00	STEP 1
	9	3,882.00	1
	8	3,680.00	2
	7	3,488.00	3
	6	3,306.00	4
	5	3,134.00	5
	4	2,971.00	6
	3	2,816.00	7
	2	2,669.00	8
	1	2,530.00	9
ENVIRONMENTAL TECHNICIAN - 4350	STEP 8	3,535.00	STEP 1
	7	3,351.00	2
	6	3,176.00	3
	5	3,010.00	4
	4	2,853.00	5
	3	2,704.00	6
	2	2,563.00	7
	1	2,429.00	8
IT MANAGER - 4430	STEP 7	7,064.00	STEP 1
	6	6,696.00	2
	5	6,347.00	3
	4	6,016.00	4
	3	5,702.00	5
	2	5,405.00	6
	1	5,123.00	7
INFORMATION SYSTEM SPECIALIST I - 4390	STEP 8	5,582.00	STEP 1
	7	5,291.00	2
	6	5,015.00	3
	5	4,754.00	4
	4	4,506.00	5
	3	4,271.00	6
	2	4,048.00	7
	1	3,837.00	8
DISPATCHER (COMMUNICATIONS) - 4500	STEP 7	3,535.00	STEP 1
	6	3,351.00	2
	5	3,176.00	3
	4	3,010.00	4
	3	2,853.00	5
	2	2,704.00	6
	1	2,563.00	7

SCHEDULE II
 EXHIBIT "B" PAGE 15

07/01/02

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

	MONTHLY SALARY		OLD
ACCOUNT CLERK - 4230	STEP 10	3,711.00	STEP 1
	9	3,518.00	2
	8	3,335.00	3
	7	3,161.00	4
	6	2,996.00	5
	5	2,840.00	6
	4	2,692.00	7
	3	2,552.00	8
	2	2,419.00	9
	1	2,293.00	10
TYPIST/SWITCHBOARD OPERATOR - 4210	STEP 10	3,535.00	STEP 1
UTILITY CLERK - 4220	9	3,351.00	2
PERSONNEL CLERK - 4240	8	3,178.00	3
SECRETARY TRAINEE - 4250	7	3,010.00	4
	6	2,853.00	5
	5	2,704.00	6
	4	2,563.00	7
	3	2,429.00	8
	2	2,302.00	9
	1	2,182.00	10
INFORMATION SPECIALIST II - 4380	STEP 10	4,146.00	STEP 1
	9	3,930.00	2
	8	3,725.00	3
	7	3,531.00	4
	6	3,347.00	5
	5	3,173.00	6
	4	3,008.00	7
	3	2,851.00	8
	2	2,702.00	9
	1	2,561.00	10
INFORMATION SYSTEM ANALYST - 5100	STEP 10	5,582.00	STEP 1
	9	5,291.00	2
	8	5,015.00	3
	7	4,754.00	4
	6	4,506.00	5
	5	4,271.00	6
	4	4,048.00	7
	3	3,837.00	8
	2	3,637.00	9
	1	3,447.00	10
COUNCILMAN		2,049.00	
DEPUTY CITY TREASURER		100.00	

HOURLY - TEMPORARY/MISCELLANEOUS
 A SALARY OF \$8.75 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 18

07/01/02

EXHIBIT C

**SCHEDULE III
AUTOMOBILE ALLOWANCE**

	MONTHLY ALLOWANCE
POLICE CAPTAIN	\$480.00
DEPUTY DIRECTOR OF UTILITIES	\$420.00
ASSISTANT DIRECTOR OF RESOURCE MANAGEMENT	\$420.00
ASSISTANT DIRECTOR OF ENGINEERING & OPERATIONS	\$420.00
DEPUTY CITY TREASURER	\$420.00
OFFICE MANAGER	\$300.00
RISK MANAGER/PERSONNEL ASSISTANT	\$110.00
BATTALION CHIEF TRAINING OFFICER	\$125.00

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 thirty cents (.30c) per mile.

7/1/02

**SCHEDULE III
EXHIBIT "C"**

COV-MALSR 00013576

EXHIBIT D

**SCHEDULE IV
UNIFORM ALLOWANCE**

2001-2002

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 2001-2002 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 2001.

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, 2001.

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, 2001.

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 2001-2002 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

**SCHEDULE IV
EXHIBIT "D"**

7/1/02

COV-MALSR 00013578

EX. 60 - 71

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, 2001:

Effective September 1, 2001:

All Day Appearance	\$192.50
Half Day Appearance	\$133.00
Stand-by (all day)	\$110.00
Stand-by (1/2 day)	\$55.50

SCHEDULE V
Exhibit "E"

9/1/01

RESOLUTION NO. 8025

1
2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 VERNON AMENDING RESOLUTION NO. 8007 BY AMENDING
5 SCHEDULES II, III, AND IV OF SAID RESOLUTION WHICH
6 FIXED THE COMPENSATION FOR CERTAIN EMPLOYEES OF
7 SAID CITY AND AUTHORIZED CERTAIN EXPENSE ALLOWANCES

8 WHEREAS, on July 3, 2002, Resolution No. 8007 was adopted by
9 the City Council of the City of Vernon to be effective on July 1,
10 2002; and

11 WHEREAS, on July 23, 2002, the Finance Committee approved the
12 recommendation of Bruce V. Malkenhorst, Director of Finance, dated
13 dated July 9, 2002, that Schedules II, III and IV be corrected to
14 rectify inadvertent clerical errors, the position of Senior Plan Check
15 Engineer in the Community Services Department be renamed to Plan
16 Checker, the position of Transcriber Typist in the Police Department
17 be renamed to Records Clerk, and the position of Administrative
18 Assistant be created in the Police Department with the appropriate
19 salary scale; and

20 WHEREAS, the City Council of the City of Vernon wishes to
21 amend pages 1, 7 and 11 of Schedule II (Exhibit "B"), Schedule III
22 (Exhibit "C") and Schedule IV (Exhibit "D") of Resolution No. 8007 to
23 correct clerical errors, rename certain positions in the Community
24 Services & Water Department and Police Department and establish a
25 position entitled "Administrative Assistant" in the Police Department
26 with the appropriate salary scale.

27 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
28 CITY OF VERNON AS FOLLOWS:

SECTION 1: The City Council of the City of Vernon hereby
finds and determines that the recitals contained hereinabove are true

1 and correct.

2 SECTION 2: Effective July 1, 2002,

3 (1) Page 7 of Schedule II of Resolution No. 8007 is
4 hereby amended to reflect the salary scale as indicated on the amended
5 Page 7 which is attached hereto and made a part hereof as Exhibit "A;"

6 (2) Schedule III of Resolution No. 8007 is hereby amended
7 to delete the auto allowance for Police Officers as indicated on the
8 amended Schedule III which is attached hereto and made a part hereof
9 as Exhibit "B;" and

10 (3) Schedule IV of Resolution No. 8007 is hereby amended
11 to correct the uniform allowance for Police Officers and Sergeants to
12 reflect an increase from \$625.00 to \$725.00 as indicated on the
13 amended Schedule IV attached hereto and made a part hereof as Exhibit
14 "C."

15 SECTION 3: Effective July 28, 2002,

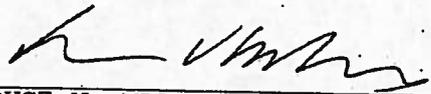
16 (1) Page 1 of Schedule II of Resolution No. 8007 is
17 hereby amended to rename the position of Senior Plan Check Engineer in
18 the Community Services & Water Department to "Plan Checker" as
19 indicated on the amended Page 1 which is attached hereto and made a
20 part hereof as Exhibit "D;"

21 (2) Page 11 of Schedule II of Resolution No. 8007 is
22 hereby amended to rename the position of Transcriber Typist in the
23 Police Department to "Records Clerk" and to create the position of
24 Administrative Assistant in the Police Department with the appropriate
25 salary schedule as indicated on the amended Page 11 which is attached
26 hereto and made a part hereof as Exhibit "E."

27 SECTION 4: The provisions of Resolution No. 8007 not
28 consistent with or in conflict with this resolution are hereby

1 STATE OF CALIFORNIA)
2 COUNTY OF LOS ANGELES) ss
3

4 I, BRUCE V. MALKENHORST, City Clerk of the City of Vernon, do
5 hereby certify that the foregoing Resolution, being Resolution No.
6 8025, 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 Wednesday,
8 July 24, 2002, and thereafter was duly signed by the Mayor of the City
9 of Vernon.

10 
11 BRUCE V. MALKENHORST, City Clerk

12 (SEAL)
13
14
15
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21
22
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24
25
26
27
28

EXHIBIT A

SCHEDULE II

0.03

UTILITIES DEPARTMENT SALARY SCALE

	MONTHLY SALARY		OLD
SYSTEMS MANAGER - 5200	STEP 8	7,697.00	STEP 1
	7	7,296.00	2
	6	6,916.00	3
	5	6,555.00	4
	4	6,213.00	5
	3	5,889.00	6
	2	5,582.00	7
	1	5,291.00	8
SYSTEMS SUPERVISOR - 5201	STEP 8	6,914.00	STEP 1
	7	6,554.00	2
	6	6,212.00	3
	5	5,888.00	4
	4	5,581.00	5
	3	5,290.00	6
	2	5,014.00	7
	1	4,753.00	8
SYSTEMS COORDINATOR I - 5202 RESOURCE SCHEDULER - 5308	STEP 9	6,462.00	STEP 1
	8	6,125.00	2
	7	5,806.00	3
	6	5,503.00	4
	5	5,216.00	5
	4	4,944.00	6
	3	4,686.00	7
	2	4,442.00	8
	1	4,210.00	9
SYSTEMS COORDINATOR II - 5203 SUBSTATION TECHNICIAN - 5212	STEP 8	4,778.00	STEP 1
	7	4,529.00	2
	6	4,293.00	3
	5	4,069.00	4
	4	3,857.00	5
	3	3,656.00	6
	2	3,465.00	7
1	3,284.00	8	
SYSTEMS COORDINATOR TRAINEE -5203	STEP 1	2,793.00	STEP 1

HOURLY-TEMPORARY/MISCELLANEOUS

A SALARY OF \$6.75 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

7/01/02
 rev 7/24/02

EXHIBIT B

SCHEDULE III
AUTOMOBILE ALLOWANCE

	MONTHLY ALLOWANCE
POLICE CAPTAIN	\$480.00
DEPUTY DIRECTOR OF UTILITIES	\$420.00
ASSISTANT DIRECTOR OF RESOURCE MANAGEMENT	\$420.00
ASSISTANT DIRECTOR OF ENGINEERING & OPERATIONS	\$420.00
DEPUTY CITY TREASURER	\$420.00
OFFICE MANAGER	\$300.00
RISK MANAGER/PERSONNEL ASSISTANT	\$110.00
BATTALION CHIEF TRAINING OFFICER	\$125.00

When authorized in advance by the Department Head, an employee using his/her personal car for City business will be reimbursed at thirty cents (.30c) per mile.

SCHEDULE III
EXHIBIT "C"

7/1/02
rev 7/24/02

COV-MALSR 00013588

EXHIBIT C

COV-MALSR 00013589

SCHEDULE IV
UNIFORM ALLOWANCE
2002-2003

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 2002-2003 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 2002.

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 SEVEN HUNDRED TWENTY-FIVE DOLLARS (\$725.00) PER FISCAL YEAR (JULY 1ST TO JUNE 30TH) FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT EFFECTIVE SEPTEMBER 1, 2001.

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, 2001.

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 2001-2002 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "D"

7/1/02

EXHIBIT D

SCHEDULE II

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

0.03

MONTHLY SALARY

POSITION	STEP	MONTHLY SALARY	OLD STEP	MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 8	12,229.00	STEP 1	
	7	11,591.00	2	
	6	10,987.00	3	
	5	10,414.00	4	
	4	9,871.00	5	
	3	9,356.00	6	
	2	8,868.00	7	
	1	8,406.00	8	
SENIOR CIVIL ENGINEER - 2210	STEP 8	9,231.00	STEP 1	
	7	8,750.00	2	
	6	8,294.00	3	
	5	7,862.00	4	
	4	7,452.00	5	
	3	7,064.00	6	
	2	6,696.00	7	
	1	6,347.00	8	
CIVIL ENGINEER - 2110 WATER OPERATIONS SUPERVISOR - 2160 CHIEF CODE INSPECTOR - 2140	STEP 8	7,952.00	STEP 1	
	7	7,537.00	2	
	6	7,144.00	3	
	5	6,772.00	4	
	4	6,419.00	5	
	3	6,084.00	6	
	2	5,767.00	7	
	1	5,466.00	8	
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 PLAN CHECKER - 2190	STEP 8	7,112.00	STEP 1	
	7	6,741.00	2	
	6	6,390.00	3	
	5	6,057.00	4	
	4	5,741.00	5	
	3	5,442.00	6	
	2	5,158.00	7	
	1	4,889.00	8	
FOREMAN - 2170	STEP 8	6,212.00	STEP 1	
	7	5,888.00	2	
	6	5,581.00	3	
	5	5,290.00	4	
	4	5,014.00	5	
	3	4,753.00	6	
	2	4,505.00	7	
	1	4,270.00	8	

SCHEDULE II
 EXHIBIT "B" PAGE 1

07/01/02
 rev 7/24/02

EXHIBIT E

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

0.03

	MONTHLY SALARY	OLD
CHIEF - 3100	STEP 7 10,598.00	STEP 1
	6 10,045.00	2
	5 9,521.00	3
	4 9,025.00	4
	3 8,555.00	5
	2 8,109.00	6
	1 7,686.00	7
CAPTAIN - 3110	STEP 7 8,452.00	STEP 1
	6 8,011.00	2
	5 7,593.00	3
	4 7,197.00	4
	3 6,822.00	5
	2 6,466.00	6
	1 6,129.00	7
LIEUTENANT - 3120	STEP 7 7,141.00	STEP 1
	6 6,769.00	2
	5 6,416.00	3
	4 6,082.00	4
	3 5,765.00	5
	2 5,464.00	6
	1 5,179.00	7
RECORDS MANAGER - 4270	STEP 7 5,946.00	STEP 1
	6 5,636.00	2
	5 5,342.00	3
	4 5,064.00	4
	3 4,800.00	5
	2 4,550.00	6
	1 4,313.00	7
ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170	STEP 9 4,379.00	STEP 1
	8 4,151.00	2
	7 3,935.00	3
	6 3,730.00	4
	5 3,536.00	5
	4 3,352.00	6
	3 3,177.00	7
	2 3,011.00	8
	1 2,854.00	9
RECORDS CLERK - 3160 ADMINISTRATIVE ASSISTANT - 4272	STEP 10 3,535.00	STEP 1
	9 3,351.00	2
	8 3,176.00	3
	7 3,010.00	4
	6 2,853.00	5
	5 2,704.00	6
	4 2,563.00	7
	3 2,429.00	8
	2 2,302.00	9
	1 2,182.00	10

SCHEDULE II
 EXHIBIT "B" PAGE 11

7/01/02
 rev 7/24/02

SUPPORTING DOCUMENTS

②
**COMMUNITY SERVICES & WATER DEPARTMENT
OFFICE MEMORANDUM**

Finance

TO: Bruce V. Malkenhorst, City Administrator
FROM: Samuel Kevin Wilson^N, Director of Community Services & Water
DATE: July 16, 2002
SUBJECT: AMENDMENT TO SALARY RESOLUTION NO. 8007
PLAN CHECKER POSITION

In February 2002 the salary resolution was amended adding the position of Plan Check Engineer. In the current salary resolution the title was erroneously inputted as Sr. Plan Check Engineer.

As previously discussed it was decided to move Wenceslao "Pepe" Reynoso into the position. However, I request to change the title to read "Plan Checker" with no change to the salary scale or job description.

SKW/ca
Enclosure

c: City Attorney

COMMUNITY SERVICES & WATER PLAN CHECKER

DEFINITION

Under limited supervision, review and evaluate residential, commercial, and industrial plans and specifications including building, plumbing, electrical, and mechanical plans, structural and energy calculations for compliance with established city and state laws and codes; prepare comprehensive plan review reports; conduct inspections; perform related duties as required.

CLASS CHARACTERISTICS

This class is a supervisory position performing responsible, independent engineering and analysis. Employees may supervise the work of lower level staff performing inspections, plan check or office work.

SUPERVISION RECEIVED AND EXERCISED

Administrative direction is provided by the Director of Community Services. Responsibilities include the direct supervision of staff personnel.

EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

Check plans and specifications for the construction, alteration, and repair of residential, commercial, and industrial buildings and structures including earthquake and wind load stress determinations, energy conservation, occupancy factors and types of construction; ensure that plans meet the requirements of related building codes, regulations, and restrictions; make corrections of structural deficiencies where required.

Establish and maintain files and records of the specifications, calculations, and other pertinent information related to submitted plans.

Perform inspections of job sites to evaluate discrepancies between plans, specifications, and work completed; consult with engineers, architects, contractors, or the public to discuss problems with initial plans and required changes.

Perform field inspections in assistance to other work unit inspectors, or upon request of the Building Official.

Respond to verbal or written inquiries; provide technical assistance to engineers, architects, contractors, other City personnel, and the public; interpret and explain requirements and restrictions relative to building codes, ordinances, regulations, policies and procedures; develop alternative methods to comply with those requirements and restrictions.

**COMMUNITY SERVICES & WATER
PLAN CHECKER**

Page 2

Assist at public counter in the calculation of fees, issuing permits, and providing general and technical information; assist in the coordination of plan review relating to the development review process and clearance with other divisions and departments.

Assist in the preparation of new regulations and recommends revision of the existing regulations.

QUALIFICATIONS

Knowledge of:

Laws, regulations, codes and departmental policies applicable to construction.

Methods, techniques and materials used in the design and construction of structures.

Plan check of the structure analysis of wood, steel and concrete structures; including steel frames, concrete tilt-up, masonry block, heavy foundation design and other industrial building design.

Architectural drawings and records.

Modern developments, current literature and sources of information regarding construction and design.

Ability to:

Communicate clearly and concisely, both orally and in writing.

Write reports and keep accurate records.

Analyze data and information.

Conduct field investigations.

Read and interpret complex building, plumbing, electrical and mechanical plans.

Enforce codes with firmness, tact and impartiality.

Read and interpret plans, blueprints, and specifications.

Respond to emergency and problem situations in an effective manner.

**COMMUNITY SERVICES & WATER
PLAN CHECKER**

Page 3

Communicate effectively with a variety of personnel and establish/maintain effective working relationships.

Understand, explain and apply policies and procedures.

Interpret and apply rules, regulations, legislation and policies.

Understand and follow verbal and written directions.

Work independently.

Make rapid and accurate mathematical computations.

Check plans for compliance.

Experience and Education

Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for satisfactory job performance. Example combinations include:

Experience

Four years of increasing responsible building plan check and inspection experience

Education

A Bachelor's Degree from an accredited college or university with major study in architecture or civil engineering.

License or Certificate

Registration as a professional civil or structural engineer in the State of California, possession of a valid California Class C Driver's License and a satisfactory driving record and the possession of various ICBO Certificates.

Plan Chkr
07/2002

COV-MALSR 00013599

EX. 60 - 92

JK

*7/16/02
Position needs
to be
created
first
DB*

**COMMUNITY SERVICES & WATER DEPARTMENT
OFFICE MEMORANDUM**

TO: Bruce V. Malkenhorst, City Administrator

FROM: Samuel Kevin Wilson, ^{sup}Director of Community Services & Water

DATE: July 2, 2002

SUBJECT: PLAN CHECKER POSITION

The Community Services Department has been conducting a search to obtain a Plan Checker in the Building Department for nearly a year. To date we have been unable to find an individual from outside the City that can meet the needs of the position. It is my recommendation that Wenceslao "Pepe" Reynoso be reclassified to Plan Checker, step 4 and take on the duties of the position.

During the past year the City has used a consultant to provide non-structural plan checking services. During this period the customer service that we have traditionally provided has dropped off with the turn around on plan review taking longer than is acceptable. Maintaining an individual on the City Hall premises will give the public a point of contact at the City Hall, improving our service.

The Community Services Department over the past year has conducted a comprehensive search including a direct mailing to over 1,000 individuals in Southern California that maintain an ICBO non-structural plan checker certificate. This would be a minimum requirement for the position. We received two applications from this process one not as qualified as Pepe the other individual was qualified but her work history is less than desirable.

As you know Pepe has served as a Building Inspector for most of the time he has been with the City. He has done an excellent job and I seldom receive a complaint from the public. He is required to work closely with contractors and property owners. This often requires him to issue orders to comply and violation notices, yet his professional manner enables him to avoid any conflict with the public.

Pepe has gained a good knowledge of the building codes and has recently begun to perform plan checking. In conversations with contractors they have noted that Pepe's inspections are as thorough as any inspector that they have witnessed, yet fair.

Pepe has obtained an AA degree, and ICBO certificates as a building inspector and non-structural plan checker. He is currently classified as Building Inspector, step 2.

Pepe has proven to be a valuable resource especially with the departure of the Senior Building Inspector. During the Plan Checker position vacancy Pepe has gone well beyond the call of duty by providing plan check services and continuing his building inspection duties not once complaining or asking for additional compensation.

If approved Pepe's base salary at the Plan Checker, step 4 position would be \$5881 which is more or less equivalent to a one step increase from his current Building Inspector position.

If we do reclassify Pepe, then we would have to hire a Building Inspector to fill Pepe's void. Additionally we would still have to retain the consultant during the transitional period while the new inspector is being trained. This could take up to a year, depending on the qualifications of the person we hire. Your consideration in this matter is appreciated.

SKW/ca

VERNON POLICE DEPARTMENT
CITY OF VERNON

POLICE ADMINISTRATIVE ASSISTANT

DEFINITION:

Under general supervision, prepare reports and analysis of crime/activity trends using specialized software; develop and provide training in the use of software and hardware used by the police department. Assist the police network administrator in the maintenance of the police network; perform related duties as required.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to the following:

1. Develop daily/weekly/monthly reports using specialized police analytical software; identify and interpret crime and activity trends and make recommendations regarding resource allocation.
2. Develops training material and provides training in the use of the Records Management System, Mobile, Computer Aided Dispatch, word processing, email and related software.
3. Assist in the maintenance of the police network including password maintenance, creation of user profiles, back up of all police computer systems, basic troubleshooting and software upgrade.
4. Work with software vendors to ensure efficient use of the product and to assist with problem solving.
5. Assist in the development and maintenance of the police department Intranet.

MINIMUM REQUIREMENTS:

AGE:

18 years of age at the time of hire.

EDUCATION AND/OR EXPERIENCE:

Any combination of education and/or experience that has provided the knowledge, skills and abilities necessary for satisfactory job performance

KNOWLEDGE AND SKILL LEVELS:

Considerable knowledge of the use of software including Microsoft NT and 2000 operating systems, Microsoft Office suite, computerized systems and software used in municipal law enforcement agencies. Ability to convey information in a formal training environment using a variety of methods.

CITY COUNCIL

LEONIS C. MALBURG
Mayor

THOMAS A. YBARRA
Mayor Pro-Tem

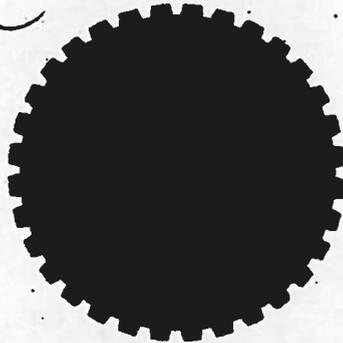
WM. "BILL" DAVIS
Councilman

H. "LARRY" GONZALES
Councilman

W. MICHAEL MCCORMICK
Councilman

BRUCE V. MALKENHORST
City Administrator/City Clerk
FAX (323) 826-1438

gto



CITY HALL

4305 SANTA FE AVENUE, VERNON, CALIFORNIA 90058
TELEPHONE (323) 583-8811

EDUARDO OLIVO
City Attorney
FAX: (562) 869-1883

KEVIN WILSON
Director of Community Services & Water
FAX: (323) 826-1435

KENNETH J. DeDARIO
Director of Municipal Utilities
FAX: (323) 826-1425

STEVEN E. PARKER
Fire Chief
FAX: (323) 826-1407

BRUCE W. OLSON
Police Chief
FAX: (323) 826-1481

July 9, 2002

Finance Committee
City of Vernon

*FC 7/23/02
CC 7/24/02
RES NO. 8007*

Honorable Members:

It is necessary at this time that Salary Resolution No. 8007 be amended to reflect the following changes:

- Correct classification title from Senior Plan Check Engineer to Plan Checker. (Community Services and Water Department)
- Correct salary scale (\$5,291-\$7697) for the System Manager classification. (Utilities Department)
- Change the classification title of Transcriber Typist to Records Clerk (no change in the salary scale in the Police Department).
- Add the classification title of Administrative Assistant (with same salary scale as that of Records Clerk in the Police Department).
- Correct Schedule III, Exhibit "C" (Auto Allowance) by omitting the monthly auto allowance for Police Officers that is not in effect.
- Correct Schedule IV, Exhibit "D" (Uniform Allowance) by inserting effective dates and correct the uniform allowance for Police Officers and Sergeants from \$625.00 to \$725.00.

It is hereby recommended that the Amendment to Resolution No. 8007 be approved and adopted.

Very truly yours,

Bruce V. Malkenhorst
Director of Finance

BVM/gm

CITY COUNCIL

LEONIS C. MALBURG
Mayor

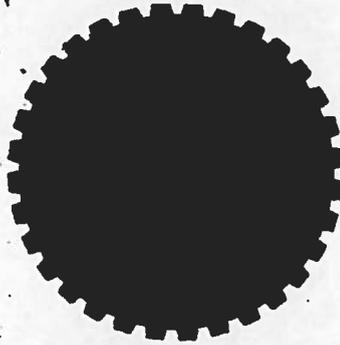
THOMAS A. YBARRA
Mayor Pro-Tem

WM. "BILL" DAVIS
Councilman

H. "LARRY" GONZALES
Councilman

W. MICHAEL MCCORMICK
Councilman

BRUCE V. MALKENHORST
City Administrator/City Clerk
FAX (323) 826-1438



CITY HALL

4305 SANTA FE AVENUE, VERNON, CALIFORNIA 90058
TELEPHONE (323) 583-8811

EDUARDO OLIVO
City Attorney
FAX: (562) 869-1883

KEVIN WILSON
Director of Community Services & Water
FAX: (323) 826-1435

KENNETH J. DeDARIO
Director of Municipal Utilities
FAX: (323) 826-1481

STEVEN E. PARKER
Fire Chief
FAX: (323) 826-1407

BRUCE W. OLSON
Police Chief
FAX: (323) 826-1481

July 9, 2002

Finance Committee
City of Vernon

Honorable Members:

The Chief of Police is requesting authorization to change the job title of Transcriber-Typist to Records Clerk and create a new job title of Administrative Assistant and establish them both within the same salary scale. It is hereby recommended that the change of the existing job title and the creation of a new job title be approved and established.

Very truly yours,

Bruce V. Malkenhorst
Director of Finance

BVM/gm

COV-MALSR 00013606

EX. 60 - 99

*cc Sharon
7/10/02
7/10/02*

①

VERNON POLICE DEPARTMENT

OFFICE MEMORANDUM

July 8, 2002

Finance

*cc
Sharon
J
7/10/02*

TO: B.V. Malkenhorst, City Administrator
FROM: Bruce W. Olson, Chief of Police *①*
SUBJECT: Request for Reclassification

Sir:

Referring to the attached memos written to me from Captain Benudiz, I respectfully request to change the job title to "Records Clerk" from "Transcriber-Typist" and to classify one position as an "Administrative Assistant" which is now being occupied by Rosa Moctezuma.

There is no change in salary.

RECEIVED

JUL 09 2002

CITY ADMINISTRATOR'S OFFICE

COV-MALSR 00013607


VERNON POLICE DEPARTMENT

July 8, 2002

TO: Chief Olson
FROM: Captain Benudiz 
SUBJECT: Reclassification of Title

Due to the advances of technology and it's effects on how the police department generates information, I am requesting that the title "Transcriber-Typist" be changed to "Records Clerk". The change in title would be consistent with other police department.

RECEIVED

JUL 09 2002

CITY ADMINISTRATOR'S OFFICE

C

VERNON POLICE DEPARTMENT

July 8, 2002

TO: Chief Olson *Olson*
FROM: Captain Benudiz *Benudiz*
SUBJECT: Reclassification of Transcriber-Typist

This is to request the reclassification of one of the position of Transcriber-Typist to Administrative Assistant. The position of administrative assistant would be responsible for the CrimeView crime analysis program as well as assisting in the maintenance and training of our VisionAir records management system. The administrative assistant will report to the Industrial Relations lieutenant in the Services Bureau. The salary schedule would remain the same as a Transcriber-Typist. The administrative assistant would work the 4/10 schedule. This request for the reclassification was included in the Police Department proposed 2002-2003 budget.

RECEIVED

JUL 09 2002

CITY ADMINISTRATOR'S OFFICE

COV-MALSR 00013609

EX. 60 - 102

CITY COUNCIL

LEONIS C. MALBURG
Mayor

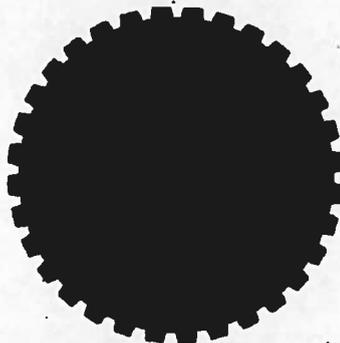
THOMAS A. YBARRA
Mayor Pro-Tem

WM. "BILL" DAVIS
Councilman

H. "LARRY" GONZALES
Councilman

W. MICHAEL MCCORMICK
Councilman

BRUCE V. MALKENHORST
City Administrator/City Clerk
FAX (323) 826-1438



CITY HALL

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Director of Municipal Utilities
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STEVEN E. PARKER
Fire Chief
FAX: (323) 826-1407

BRUCE W. OLSON
Police Chief
FAX: (323) 826-1481

July 9, 2002

Finance Committee
City of Vernon

Honorable Members:

The Police Department is requesting to change the classification title, to better describe and set the responsibilities of the position, from Transcriber-typist to Records Clerk, as the position no longer transcribes police reports. The Department also would like to add the classification of Administrative Assistant which will have the same salary scale of the Records Clerk but has more diverse and administrative responsibilities (refer to attached job description.)

In addition to the above, it has been determined that there were some clerical errors on exhibit "C" and "D" of the salary resolution which need to be amended as follows:

- Correct Schedule III, Exhibit "C" (Automobile Allowance) by stating the correct fiscal year.
- Correct Schedule IV, Exhibit "D" (Uniform Allowance) by omitting an auto allowance for Police Officers that is not effect and inserting the correct effective dates

It is hereby recommended that Resolution No. 8007 be amended to reflect the above changes.

Very truly yours,

Bruce V. Malkenhorst
Director of Finance

BVM/gm

COV-MALSR 00013610

EX. 60 - 103

From: Johnson, Sharon
Sent: Wednesday, July 17, 2002 3:35 PM
To: Giron, Nelly
Subject: Salary Resolution Changes

Hi Nelly,

These are the changes/corrections to Salary Resolution No. 8007 that I am aware of:

Schedule II Exhibit "B"

Page 1 - Correct Classification to be Plan Check ~~Engineer~~ not Senior Plan Check —
Engineer

Page 7 - Correct Salary Scale for Systems Manager (Salary Range of \$5,291 - \$7697)

Page 11 - Change Classification of Transcriber Typist to Records Clerk (no change in the salary scale) ✓

Page 11 - Add Classification of Administrative Assistant (will have the same salary scale as Records Clerk) ✓

Schedule III Exhibit "C"

Omit monthly auto allowance for Police Officers that is not in effect ✓

Schedule IV Exhibit "D"

- Insert correct effective dates for uniform allowances ✓

- Correct uniform allowance for Police Officer and Sergeant from \$625.00 to \$725.00

Nelly, let me know if you agree with the above. I will then e-mail you the salary resolution pages affected.

Thank you,
Sharon

From: Orosco, Gloria
Sent: Thursday, July 11, 2002 11:27 AM
To: Johnson, Sharon
Cc: Lehr, Judy; Giron, Nelly
Subject: RE: Resolution No. 8007 Revisions

THE TRanscriber typist & administrative asst (both PD) should be done & ready for the next city council meeting (7/24). we are taking it to the next finance or personnel meeting and i believe it will have an effective date of 7/29.

→ with regard to your second question - if the salaries are incorrect then we should amend it at the same time since copies have gone out. just send bruce a brief explanation & we will submit the correction to the appropriate legislative body. you should tell judy what exhibits will be changed so she can identify them in the resolution.
thanks.

—Original Message—
From: Johnson, Sharon
Sent: Thursday, July 11, 2002 7:09 AM
To: Orosco, Gloria
Subject: Resolution No. 8007 Revisions

Gloria,

When are the revisions going to be made on the salary resolution? (i.e., changing Transcriber Typist to Records Clerk and adding the position of Administrative Assistant)

I have found two errors. On two different positions last year's salary was transposed before adding the 3%.

Will these correctlons also be part of the amendment? Or do you just want new pages?

Thank you,
Sharon

*include w/ errors on salary compensation resolution
what are the positions?*

*Copies
Budget Increase*

Finance

Honorable Members:

The Police Department is requesting to change the classification title, to better describe and set the responsibilities of the position, from Transcriber-typist to Records Clerk as the position no longer transcribes police reports. The Department also would like to add the classification of Administrative Assistant which will have the same salary scale of the Records Clerk but has more diverse and administrative responsibilities (refer to attached job description.)

In addition to the above, it has been determined that there were some clerical errors on exhibits "C" and "D" of the salary resolution which need to be amended as follows:

- Correct Schedule III, Exhibit "C" (Automobile Allowance) by stating the correct fiscal year.
- Correct Schedule IV, Exhibit "D" (Uniform Allowance) by omitting an auto allowance for Police Officers that is not in effect and inserting the correct effective dates.

→ It is hereby recommended that Resolution No. 8007 be amended to reflect the above requested changes.

VERNON POLICE DEPARTMENT

July 16, 2002

Nelly

TO: Gloria Orosco, Chief Deputy City Clerk
FROM: Captain Benudiz *[Signature]*
SUBJECT: Job Description

Per your request, I have attached the proposed job description for the police administrative assistant. Please let me know if I can answer any questions. Thank you.

CITY ADMINISTRATOR/CITY CLERK'S

INTER-OFFICE MEMORANDUM

DATE: July 30, 2002

TO: Cindy Calzada, Secretary

Ng FROM: Nelly Giron
Assistant to the Chief Deputy City Clerk

RE: Resolution Nos. 8024, 8025, and 8032

Per your request, transmitted herewith are copies of the above referenced, approved on July 24, 2002.

:gm.

CITY ADMINISTRATOR/CITY CLERK'S

INTER-OFFICE MEMORANDUM

DATE: July 25, 2002

TO: Kevin Wilson, Director of Community Services and Water
Kenneth J. DeDario, Director of Utilities
Steven E. Parker, Fire Chief
Bruce W. Olson, Chief of Police
Lewis Pozzebon, Director of Environmental Health

NG FROM: Nelly Giron
Assistant to the Chief Deputy City Clerk

RE: Resolution No. 8025

Transmitted herewith is a copy of the Amendment to Resolution No. 8007, amending Schedules II, III, IV of Said Resolution which Fixed the Compensation for Certain Employees of Said City and Authorized Certain Expense Allowances, approved on July 24, 2002.

:gm

cc: Gloria Orosco
Nelly Giron
Marisol Trujillo
Greg Tsujiuchi
Martha Valenzuela
Sharon Johnson
Joan Francone

SCHEDULE III
AUTOMOBILE ALLOWANCE

	MONTHLY ALLOWANCE
POLICE CAPTAIN	\$480.00
DEPUTY DIRECTOR OF UTILITIES	\$420.00
ASSISTANT DIRECTOR OF RESOURCE MANAGEMENT	\$420.00
ASSISTANT DIRECTOR OF ENGINEERING & OPERATIONS	\$420.00
DEPUTY CITY TREASURER	\$420.00
OFFICE MANAGER	\$300.00
RISK MANAGER/PERSONNEL ASSISTANT	\$110.00
BATTALION CHIEF TRAINING OFFICER	\$125.00

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.

? out
N/A

When authorized in advance by the Department Head, an employee using his/her personal car for City business will be reimbursed at thirty cents (.30c) per mile.



SCHEDULE III
EXHIBIT "C"

7/1/02

SCHEDULE IV
UNIFORM ALLOWANCE
2001-2002

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 2001-2002 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST ~~2001~~.

August 2002

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, ~~2001~~.

\$725

2002

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, ~~2001~~.

2002

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 2001-2002 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

7/1/02

SCHEDULE IV
EXHIBIT "D"