

RESOLUTION NO. 8473

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
VERNON FIXING THE COMPENSATION FOR CERTAIN
EMPLOYEES OF SAID CITY AS OF JULY 1, 2004,
AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 30, 2004

| AMENDMENTS TO RESOLUTION NO. 8473 | | | | |
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OF
2004-2005 SALARY RESOLUTION

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RESOLUTION NO. 8473

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
VERNON FIXING THE COMPENSATION FOR CERTAIN
EMPLOYEES OF SAID CITY AS OF JULY 1, 2004,
AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, on July 3, 2002, the City Council of the City of
Vernon adopted Resolution No. 8007, as amended by Resolution Nos.
8025, 8034, 8048, 8102 and 8171 adopted on July 24, 2002, September 4,
2002, November 20, 2002 and March 19, 2003, respectively, fixing the
compensation for certain employees of the City of Vernon and
authorized certain expense allowances as of July 1, 2002; 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, 2004; 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; and

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

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

WHEREAS, all employees of the City of Vernon serve at the

1 will and pleasure of the City Council; and

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

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

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

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

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

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

23 WHEREAS, on October 16, 1979, the City Council of the City
24 of Vernon adopted Resolution No. 4677 establishing a four (4) day work
25 week and the City Council wishes to reaffirm the continuation of said
26 program; and

27 / / /

28 / / /

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

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

9 WHEREAS, on June 20, 1991, the City Council of the City of
10 Vernon adopted Resolution No. 5946, as amended by Resolution No. 7566
11 on July 11, 2000, establishing a Gas Municipal Utility Department
12 within the City of Vernon; and

13 WHEREAS, the City Council by Resolution No. 5950 adopted on
14 July 2, 1991, as amended by Resolution Nos. 5979, 6369, 7060, 7101,
15 7559 and 7810 adopted on August 20, 1991, December 21, 1993, December
16 16, 1997, June 2, 1998, June 27, 2000 and August 1, 2001, respectively,
17 established an attendance incentive program wherein qualified employees
18 are eligible to select gifts from specified brochures; and

19 WHEREAS, on September 19, 1995, the City Council of the City
20 of Vernon adopted Resolution No. 6687, as amended by Resolution No.
21 7558 on June 27, 2000 and Resolution No. 8013 on July 3, 2002, adopting
22 a discretionary educational assistance program; and

23 WHEREAS, on October 5, 1993, the City Council of the City of
24 Vernon adopted Resolution No. 6258 approving a Second Side Letter
25 Agreement between the Municipal Employee Relations Representative of
26 the City of Vernon ("MERR") and the Vernon Police Officers' Benefit
27 Association ("VPOBA") (Employee Group 2) providing for the continuation
28 of the four day week at ten hours per day ("4/10 plan") and extending

1 the Memorandum of Understanding ("MOU") previously adopted by
2 Resolution No. 5489 on March 15, 1988, as amended by a Side Letter
3 Agreement adopted by Resolution No. 6001 on January 21, 1992, until
4 August 31, 2001; and

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

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

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

22 WHEREAS, on March 6, 2002, the City Council of the City of
23 Vernon adopted Resolution No. 7920 approving an Amendment to the Fifth
24 Side-Letter Agreement between the MERR and the VPOBA (Employee Group 2)
25 providing for the continuation of the 3/12 work schedule; and

26 WHEREAS, on February 16, 1993, the City Council of the City
27 of Vernon adopted Resolution No. 6214 adopting a grievance procedure
28 for resolving any complaints alleging violations of the American with

1 Disabilities Act; and

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

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

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

12 WHEREAS, the City Council by Resolution No. 8475 adopted on
13 June 30, 2004, approved the payment of insurance premiums for life,
14 health and dental benefits as such benefits are in effect as of
15 June 30, 2004, for all full-time regular employees only and their
16 dependents during the 2004-2005 fiscal year as follows: (1) all
17 miscellaneous employees; (2) all Fire Department employees; (3) all
18 sworn management employees in the Police Department including Police
19 Lieutenants and all sworn police officers which include Group 2
20 employees who are represented by the Vernon Police Officers' Benefit
21 Association; and

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

27 WHEREAS, on November 23, 1993, the City Council of the City
28 of Vernon adopted Resolution No. 6355 adopting a Superior Performance

1 and Ideas Resulting in Tangible Savings Program; and

2 WHEREAS, on October 17, 1995, the City Council of the City of
3 Vernon adopted Resolution No. 6696, as amended by Resolution No. 7295
4 on March 16, 1999, Resolution No. 7344 on June 1, 1999, Resolution No.
5 7406 on August 17, 1999, Resolution No. 7849 on October 17, 2001,
6 Resolution No. 8103 on November 20, 2002 and Resolution No. 8297 on
7 November 5, 2003, adopting a family and medical leave policy; and

8 WHEREAS, on January 23, 1996, the City Council of the City of
9 Vernon adopted Resolution No. 6732, as amended by Resolution No. 8217
10 on June 18, 2003, adopting a drug and alcohol testing policy for
11 employees subject to Department of Transportation testing regulations;
12 and

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

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

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

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

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

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

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

16 WHEREAS, on November 19, 2003, the City Council of the City
17 of Vernon adopted Resolution No. 8321 approving a City of Vernon Equal
18 Employment Opportunity Plan; and

19 WHEREAS, on September 19, 2000, the City Council of the City
20 of Vernon adopted Resolution No. 7635, as amended by Resolution No.
21 7753 on May 2, 2001, providing for a Supplemental Executive Retirement
22 Plan; and

23 WHEREAS, on December 19, 2001, the City Council of the City
24 of Vernon adopted Resolution No. 7883, as amended by Resolution No.
25 7959 on May 8, 2002, adopting a military leave policy; and

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

1 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
2 CITY OF VERNON AS FOLLOWS:

3 **SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE CITY**
4 **COUNCIL.**

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

12 **SECTION 2: EMPLOYMENT AGREEMENT.**

13 All employees of the City of Vernon serve at the will and
14 pleasure of the City Council. Prior to employment or prior to
15 promotion, employees will be requested to sign an employment agreement
16 establishing that their employment is at the will and pleasure of the
17 City Council as a condition of being appointed to said position.

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

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

26 **SECTION 4: EFFECTIVE DATE.**

27 Effective July 1, 2004, there is hereby established and
28 approved compensation and other benefits and expenses provided for

1 herein as set forth below for employees and officers of the City of
2 Vernon. This resolution shall not affect or alter the existing
3 compensation of any officer or employee not specifically set forth
4 herein.

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

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

- 16 (a) Department of Community Services & Water.
17 (b) Light and Power Department.
18 (c) Fire Department.
19 (d) Police Department.
20 (e) City Administrator/City Clerk Department.
21 (f) City Council Department.

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

25 **SECTION 6: PERS CONTRIBUTIONS.**

26 The City shall continue to make payments to PERS to satisfy
27 all employees' obligation to make contributions to PERS for retirement
28 benefits, which includes Police Sergeants and Police Officers in the

Police Department. Payments made by City on behalf of said employees shall be credited to said employee's account with PERS.

SECTION 7: AUTO INSURANCE PROGRAM.

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

SECTION 8: LIFE, HEALTH AND DENTAL BENEFITS.

a. Life, Health and Dental Benefits.

The City Council by Resolution No. 8475 adopted on June 30, 2004, approved the payment of insurance premiums for life, health and dental benefits as such benefits are in effect as of June 30, 2004, for all full-time regular employees only and their dependents as follows: (1) all miscellaneous employees; (2) all Fire Department employees; (3) all sworn management employees in the Police Department including Police Lieutenants and all sworn police officers which include Group 2 employees who are represented by the Vernon Police Officers' Benefit Association.

b. Vision Care.

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

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

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

1 a. Five (5) Years of Service.

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

9 b. Ten (10) Years of Service.

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

17 c. Fifteen (15) Years of Service.

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

25 d. Twenty (20) Years of Service.

26 All eligible employees who have twenty (20) years of
27 consecutive uninterrupted service on or before July 1, 1989, shall
28 receive an additional twenty percent (20%) per month of their base

1 salary effective July 1, 1989, and every year thereafter. Employees
2 upon reaching their 20th anniversary date after July 1, 1989, shall be
3 entitled to said twenty percent (20%) per month upon said anniversary
4 date.

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

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

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

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

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

24 The City Administrator shall be eligible upon reaching
25 twenty-five (25) years of consecutive uninterrupted service after
26 October 15, 1995, to receive an additional twenty-five percent (25%) of
27 his base salary per month upon reaching his 25th anniversary date and
28 shall be entitled to said twenty-five percent (25%) per month upon said

1 anniversary date and every year thereafter.

2 h. Compensation Not Cumulative.

3 Payment of the aforesaid longevity compensation shall not be
4 cumulative and only the highest applicable longevity pay shall be
5 paid.

6 i. Police Employees in Group 2 on or Before June 30,
7 1995.

8 The longevity program described in Section 9 will also apply
9 to the police employees in Group 2 employed on or before June 30,
10 1995.

11 j. Employees Employed After June 30, 1994 and
12 Exceptions Pertaining to Police Employees in Group
13 2.

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

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

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

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

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

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

SECTION 11: PERFECT ATTENDANCE.

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

a. Ten (10) Consecutive Years.

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

b. Eleven (11) Consecutive Years.

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

/ / /

/ / /

1 c. Twelve (12) Consecutive Years.

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

7 d. Thirteen (13) Consecutive Years.

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

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

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

22 f. Effect of Bereavement Leave on Perfect Attendance.

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

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

26 a. Vacation and Holiday Policies.

27 Vacation and holiday policies for employees of the City of
28 Vernon are established and recited in Resolution No. 7649. However,

employees who are absent from their positions during the applicable work day preceding or following a scheduled holiday or scheduled in lieu holiday shall not receive pay for said holiday, unless such absence is approved vacation or compensatory time.

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

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

c. Entitlement to One Additional In Lieu Holiday - Fire Department Employees Assigned to 24-Hour Shift Schedule.

Effective July 1, 2004, Fire Department personnel assigned to 24-hour shift schedule shall receive, during the fiscal year, one additional "in lieu" holiday (for a maximum of 12 hours) if the City Council, during such fiscal year, provides any additional holiday to miscellaneous/general employees in addition to those holidays provided for in Resolution No. 7649, Vacation and Holidays. The employee's failure to use the "in-lieu" holiday hours prior to the end of the fiscal year shall be deemed a waiver by the employee of the right to take the same or to be compensated for said unused accumulated vacation benefit.

SECTION 13: DISCRETIONARY EDUCATIONAL ASSISTANCE PROGRAM.

The Discretionary Educational Assistance Program for employees of the City of Vernon is set forth in Resolution No. 6687, as

1 amended by Resolution Nos. 7558 and 8013 adopted on June 27, 2000 and
2 July 3, 2002, respectively.

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

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

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

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

16 a. **City Administrator Authority.**

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

19 b. **Workday Hours.**

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

25 c. **Vacation Benefits.**

26 The vacation benefits for all employees working in said four
27 (4) day work week program are provided in Resolution No. 7649.

28 / / /

1 d. Closure on Holidays.

2 Holiday benefits for all employees are provided in Resolution
3 No. 7649.

4 e. Overtime.

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

7 f. Lieutenants and Police Captain.

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

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

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

19 a. Hourly Employees.

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

1 **b. 24-Hour Shift Fire Department Employees.**

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

10 **c. City Administrator/City Clerk, the Members of the**
11 **City Council, the City Attorney and the Finance**
12 **Administrator.**

13 The City Administrator/City Clerk, the members of the City
14 Council, the City Attorney and the Finance Administrator shall be paid
15 biweekly pursuant to Section 4 of Schedule I.

16 **d. Leave Without Pay.**

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

21 **e. Exception to Leave Without Pay.**

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

27 Whenever a Department Head certifies for pay an employee who
28 has been absent, he shall submit to the City Administrator/City Clerk
an employee signed absence form showing the reason for such absence,

length of service with the City, and total number of hours absent. The approval of pay for employees for absent time shall remain in the sole discretion of the City Council.

f. Return to Work.

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

g. Bereavement Leave.

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

- (1) three (3) days for those employees working a

1 5/80 work week;

2 (2) two (2) days for those employees working a
3 4/10 or 9/80 work week;

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

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

7 h. Bereavement Leave - Group 2 Employees.

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

12 **SECTION 17: AUTOMOBILE ALLOWANCES.**

13 a. Exceptions to Allowance.

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

19 b. Personal Vehicle Allowance.

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

1 c. Mileage Reimbursement.

2 Whenever a Department Head certifies for reimbursement on the
3 basis of mileage, he shall submit to the City Administrator/ City Clerk
4 a statement of the reason for paying such employee such mileage
5 reimbursement.

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

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

11 a. New Employees.

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

23 b. Evaluation Period.

24 Section 1 declares that it is the intent of the City Council
25 to reserve unto the City Council, complete and exclusive discretion to
26 determine matters relating to discharge, suspension or other matters of
27 discipline of all employees in conformance with its long standing view
28 and policy that all employees of the City of Vernon serve at the will

1 and pleasure of the City Council. Consistent with this policy, the City
2 Council requires all City employees to serve a one (1) year minimum
3 evaluation period during which new employees receive regular training
4 and regular monthly evaluations which provide continuous information on
5 their job performance.

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

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

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

26 c. Promotion or Merit Increase in Grade.

27 Promotions to higher positions or merit salary increases to
28 higher steps are considered to be increases on the basis of merit only

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

7 d. Effective Date of Promotions.

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

13 e. No Reduction of Pay by Promotion.

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

18 f. General Wage and Salary Policy.

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

26 g. Compensatory Time For Travel.

27 Compensatory time or pay will not be granted for travel to
28 attend business meetings, conferences, seminars and/or training

1 sessions that extend beyond regular business hours of employees.

2 h. Dress and Grooming Policy.

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

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

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

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

22 a. Certificate of Registration.

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

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

d. Dispatchers.

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

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SECTION 21: LIGHT AND POWER DEPARTMENT:

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

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

(1) Chief Executive Officer.

The City Administrator/City Clerk shall serve as the Chief Executive Officer of the Light and Power Department.

(2) Accountant.

An Accountant in the Finance Department shall also serve as the Accountant in the Light and Power Department.

(3) Account Clerk.

The Account Clerk in the Finance Department shall also serve as the Account Clerk in the Light and Power Department.

b. Personal Vehicle Allowance.

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

(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 Light and Power Department, except the Generation Operations Manager, Engineering Operations Manager, Bulk

1 Power Manager and Systems Manager required to work hours in addition to
2 their regular forty (40) hour work week (excluding any time off during
3 such week) shall be compensated for such additional hours worked.

4 **SECTION 22: FIRE DEPARTMENT:**

5 a. **Fire Science Certificate.**

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

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

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

15 b. **Overtime.**

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

20 (1) **Disasters.**

21 Disasters such as major fires, civil disturbances, and other
22 emergency situations.

23 (2) **Extraordinary Circumstances.**

24 Extraordinary circumstances requiring more than ordinary law
25 enforcement or fire protection staffing.

26 / / /
27 / / /
28 / / /

1 c. 10-Hour Personnel-Additional Work.

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

4 d. 24-Hour Shift Overtime.

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

8 e. Uniform Allowance.

9 Vernon shall provide a uniform allowance as specified in
10 Schedule IV, Exhibit "D," for the 2004-2005 fiscal year of Vernon, for
11 the purchase of Uniforms and related equipment.

12 f. Personal Vehicle Allowance.

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

18 (1) Responsibility for Upkeep of Vehicle.

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

23 g. Merit Step.

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

1 least twelve (12) months. All merit step increases after the first
2 increase shall be at twelve (12) month intervals in accordance with
3 Section 18 (c).

4 h. Haz Mat Pay.

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

11 i. Incentive Compensation.

12 Battalion Chief (Training Officer) and Administrative Captain
13 shall receive incentive pay of five percent (5%) of the employee's base
14 monthly salary, excluding all other compensation.

15 **SECTION 23: POLICE DEPARTMENT:**

16 a. **CLASSIFICATION OF EMPLOYEES IN GROUP 2.**

17 (1) MOU.

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

1 Resolution 7009, the Fifth Side-Letter Agreement, approved by the City
2 Council of the City of Vernon on September 5, 2001, pursuant to
3 Resolution No. 7825, and the Amendment to the Fifth Side-Letter
4 Agreement, approved by the City Council of the City of Vernon on
5 March 6, 2002, pursuant to Resolution No. 7920, are referenced herein
6 as though fully set forth at length.

7 (2) Overtime.

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

12 (a) Disasters.

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

15 (b) Extraordinary Circumstances.

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

18 (3) Court Appearances.

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

23 (a) Court Day Defined.

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

1 (4) Standby Status.

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

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

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

10 (a) POST Intermediate Certificate.

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

14 (b) POST Advanced Certificate.

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

18 (c) Incentive Compensation.

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

24 (6) Field Training Officers.

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

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

6 (7) Uniform Allowance.

7 Vernon shall provide a uniform allowance as specified in
8 Schedule IV, Exhibit "D," for the 2004-2005 fiscal year of Vernon, for
9 the purchase of Uniform and related equipment.

10 (8) Merit Steps.

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

16 (9) Anniversary Date.

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

26 (10) Detective Assignment.

27 In the event a Police Officer or a Sergeant is assigned to
28 the detective division, he/she shall receive premium pay equal to One

1 Hundred Seventy-Five Dollars (\$175.00) per month and the premium pay
2 shall not be considered to be part of the employee's base monthly
3 salary when computing peace officers standards and training certificate
4 incentives. However, only one (1) Detective Sergeant, whose duties are
5 to investigate criminal activity, shall be eligible for said One
6 Hundred Seventy-Five Dollars (\$175.00) premium pay.

7 (11) Police Personnel Code 7.

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

19 (12) 4/10 Plan.

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

26 (13) 3/12 Plan.

27 The City continues the 3/12 Plan for approved employees
28 assigned to patrol in accordance with the provisions specified in the

1 Amendment to Fifth Side-Letter Agreement.

2 (14) Tuition Reimbursement.

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

10 b. **POLICE MANAGEMENT EMPLOYEES.**

11 (1) Payment of Incentive Compensation Peace
12 Officers' Standard Training Certificate

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

16 (a) POST Intermediate Certificate.

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

20 (b) POST Advanced Certificate.

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

24 (c) Incentive Compensation.

25 Payment of the aforesaid incentive compensation shall not be
26 cumulative and only the highest applicable incentive pay shall be paid.
27 Incentive pay shall be payable the month following the month during
28 which the certificate is received, or the month following completion of

1 the employee's evaluation period, whichever is latest.

2 (2) Personal Vehicle Allowance.

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

8 (a) Responsibility for Upkeep of Vehicle.

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

13 (3) Merit Steps.

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

19 (4) 4/10 and 9/80 Plan.

20 The City Council hereby continues the 4/10 Plan for approved
21 employees and the 9/80 Plan for the Chief of Police.

22 (5) Tuition Reimbursement.

23 All employees shall be entitled to receive at the City
24 Council's sole discretion the same benefit under the educational
25 assistance program as is provided for miscellaneous city employees.
26 The receipt by one employee of such reimbursement is not to be
27 considered a precedent and shall not require the approval by the City
28 Council of a different employee's request for similar reimbursement.

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

2 a. Personal Vehicle Allowance.

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

8 b. Personal Vehicle Use and Maintenance.

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

13 c. Additional Work Compensation.

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

20 d. City Administrator/City Clerk Vehicle and Expenses.

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

25 e. PERS Long-Term Health Care Benefit.

26 The City shall provide or reimburse the City Administrator
27 for expenses incurred relating to a PERS long-term health care benefit
28 with comprehensive lifetime inflation protection for the City

1 Administrator and his spouse and said benefit shall be in conjunction
2 with their PERS membership.

3 (f) City Administrator/City Clerk Benefits.

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

7 (1) Medical and Dental Expenses.

8 One hundred percent (100%) of all medical and dental expenses
9 to be paid or reimbursed by the City after insurance has paid. In
10 addition, upon retirement and with at least twenty-five (25) years of
11 continuous uninterrupted service, (i) the City will pay the insurance
12 premium for the City's medical and dental insurance program for both
13 the City Administrator/City Clerk as well as his spouse and (ii) the
14 City will continue to pay one hundred percent (100%) of all medical and
15 dental expenses after insurance has paid. The City shall pay or
16 reimburse all other medical-related health, vision and dental costs not
17 reimbursed by the City's insurance program or Medicare for the City
18 Administrator and his dependents.

19 (2) Employee Activity Expense Reimbursement.

20 Reimbursement for all expenses incurred for the sponsorship
21 of athletic enterprises, intramural sports teams, and other like
22 activities, including participation in employee activities.

23 (3) Executive Leave.

24 Twenty-four (24) days of executive leave effective
25 July 1, 2004.

26 (4) ICMA Retirement.

27 The City shall deposit the maximum amount allowed by law on
28 January 1 of 2005 to the ICMA Retirement Corporation as deferred

1 compensation, all of said amount shall be credited to his individual
2 account, and said amount shall be deposited each and every year
3 thereafter on or about January 1 for as long as employee is employed by
4 the City.

5 (5) **IRA Account.**

6 The City, which opened an IRA account and deposited the sum
7 of \$2,000.00 effective January 1, 1986, shall deposit the maximum sum
8 allowed by law for an IRA effective January 1, 2005, and said sum shall
9 be deposited each and every year thereafter on or about January 1 for
10 as long as employee is employed by the City.

11 (6) **Vacation.**

12 Eight (8) additional vacation days in addition to the
13 vacation benefits provided for pursuant to Resolution No. 7649.

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

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

20 (8) **Automobile Insurance.**

21 The City shall pick up his portion of the automobile
22 insurance.

23 (9) **Limousine Service.**

24 Continued use of limousine service for personal and business
25 use as needed.

26 (10) **Hours of Work.**

27 The hours of work to be as necessary.

28 / / /

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

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

(12) **Supplemental Executive Retirement Plan.**

The City shall pay \$60,000 annually and other appropriate amounts in the City Council's discretion under the Supplemental Executive Retirement Plan adopted pursuant to Resolution No. 7635, as amended by Resolution No. 7753.

g. **City Administrator/City Clerk Expenses**

The City Council shall, in its discretion, provide the City Administrator/City Clerk expense allowances. All such expenses incurred previously are hereby approved and ratified.

h. **City Attorney and Finance Administrator Compensation**

The City Council hereby establishes compensation for the City Attorney and the Finance Administrator as set forth in Schedule II. Exhibit "B."

SECTION 25: CITY COUNCIL DEPARTMENT:

a. **PERS Long-Term Health Care Benefit.**

The City shall provide or reimburse the City Councilmembers for expenses incurred relating to a PERS long-term health care benefit with comprehensive lifetime inflation protection for the City Councilmembers and their spouses. The City shall pay or reimburse all other medical-related health, vision and dental costs not reimbursed by the City's insurance program or Medicare for City Councilmembers and their dependents.

1 **b. Longevity Program.**

2 City Councilmembers shall be provided the following:

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

4 All eligible Councilmembers who have five (5) years of
5 consecutive uninterrupted service on or before July 1, 2001, shall
6 receive an additional five percent (5%) per month of their base salary
7 upon reaching their 5th anniversary date and every year thereafter
8
9 shall be entitled to said five percent (5%) per month upon reaching
10 said anniversary date until reaching the next eligible level of
11 service.

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

13 All eligible Councilmembers who have ten (10) years of
14 consecutive uninterrupted service on or before July 1, 2001, shall
15 receive an additional ten percent (10%) per month of their base salary
16 upon reaching their 10th anniversary date and every year thereafter
17 shall be entitled to said ten percent (10%) per month upon reaching
18 said anniversary date until reaching the next eligible level of
19 service.

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

21 All eligible Councilmembers who have fifteen (15) years of
22 consecutive uninterrupted service on or before July 1, 2001, shall
23 receive an additional fifteen percent (15%) per month of their base
24 salary upon reaching their 15th anniversary date and every year
25 thereafter shall be entitled to said fifteen percent (15%) per month
26 upon reaching said anniversary date until reaching the next eligible
27 level of service.

28 / / /

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

2 All eligible Councilmembers who have twenty (20) years of
3 consecutive uninterrupted service on or before July 1, 2001, shall
4 receive an additional twenty percent (20%) per month of their base
5 salary upon reaching their 20th anniversary date and every year
6 thereafter shall be entitled to said twenty percent (20%) per month
7 upon reaching said anniversary date until reaching the next eligible
8 level of service.

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

10 The members of the City Council shall be eligible upon
11 reaching twenty-five (25) years of consecutive uninterrupted service
12 after September 8, 2000, to receive an additional twenty-five percent
13 (25%) of their base salary per month upon reaching their 25th
14 anniversary date and shall be entitled to said twenty-five percent
15 (25%) per month upon said anniversary date and every year thereafter.

16 c. **Compensation.**

17 In accordance with Article III, Section 3.11 of the Charter
18 of the City of Vernon, the City Council hereby establishes the
19 following compensation for Councilmembers set forth in Schedule II,
20 Exhibit "B":

21 (1) **Expense Reimbursement.**

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

25 (2) **Attendance Allowance.**

26 (a) To each Councilmember a per meeting
27 attendance allowance for the following meetings and/or other required
28 or miscellaneous meetings or negotiations when the Councilmember

1 devotes two (2) hours or less, including travel time for said meetings,
2 shall be paid as follows:

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

Board Meetings of the Vernon \$50.00
Historical Preservation Society

Committee Meetings of the \$100.00
Public Benefits Resource
Committee

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

| | |
|--|-----------|
| For meetings exceeding two (2) hours but not exceeding one-half (½) day [(4) four hours] | \$ 250.00 |
| For meetings which exceed one-half (½) day | \$ 500.00 |

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

SECTION 26: Repeal of Certain Resolutions.

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

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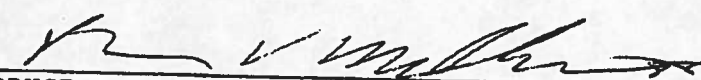
1 **SECTION 27: Certification of Passage.**

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 30th day of June, 2004.

6
7
8 ATTEST:


LEONIS C. MALBURG, Mayor

9
10 
11 BRUCE V. MALKENHORST, City Clerk

1 STATE OF CALIFORNIA)
2) ss
3 COUNTY OF LOS ANGELES)
4

5 I, BRUCE V. MALKENHORST, City Clerk of the City of Vernon, do
6 hereby certify that the foregoing Resolution, being Resolution No. 8473
7 was duly adopted by the City Council of the City of Vernon at an
8 adjourned regular meeting of the City Council duly held on Wednesday,
9 June 30, 2004, and thereafter was duly signed by the Mayor of the City
10 of Vernon.

11 
12 BRUCE V. MALKENHORST, City Clerk

13 (SEAL)
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EXHIBIT A

SCHEDULE I

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

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

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

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

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

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

SECTION 2: FORTY (40) HOUR WEEK PERSONNEL.

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

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

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

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

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

SCHEDULE I
EXHIBIT "A"
A - 1

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

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

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

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

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SCHEDULE I
EXHIBIT "A"
A - 2

EXHIBIT B

SCHEDULE II

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

0.03

MONTHLY SALARY

| | | |
|---|---------------|-----------|
| DIRECTOR OF COMMUNITY SERVICES & WATER - 2100 | STEP 1 | 12,974.00 |
| | 2 | 12,298.00 |
| | 3 | 11,657.00 |
| | 4 | 11,049.00 |
| | 5 | 10,473.00 |
| | 6 | 9,927.00 |
| | 7 | 9,409.00 |
| | 8 | 8,918.00 |
| SENIOR CIVIL ENGINEER - 2210 | STEP 1 | 9,793.00 |
| | 2 | 9,282.00 |
| | 3 | 8,798.00 |
| | 4 | 8,339.00 |
| | 5 | 7,904.00 |
| | 6 | 7,482.00 |
| | 7 | 7,101.00 |
| | 8 | 6,731.00 |
| CIVIL ENGINEER - 2110 WATER OPERATIONS SUPERVISOR - 2160 CHIEF CODE INSPECTOR - 2140 | STEP 1 | 8,437.00 |
| | 2 | 7,997.00 |
| | 3 | 7,580.00 |
| | 4 | 7,185.00 |
| | 5 | 6,810.00 |
| | 6 | 6,455.00 |
| | 7 | 6,118.00 |
| | 8 | 5,799.00 |
| PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 PLAN CHECKER - 2190 | STEP 1 | 7,545.00 |
| | 2 | 7,152.00 |
| | 3 | 6,779.00 |
| | 4 | 6,426.00 |
| | 5 | 6,091.00 |
| | 6 | 5,773.00 |
| | 7 | 5,472.00 |
| | 8 | 5,187.00 |
| FOREMAN - 2170 | STEP 1 | 6,590.00 |
| | 2 | 6,246.00 |
| | 3 | 5,920.00 |
| | 4 | 5,611.00 |
| | 5 | 5,318.00 |
| | 6 | 5,041.00 |
| | 7 | 4,778.00 |
| | 8 | 4,529.00 |

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

07/01/04

COV-MALSR 00013902

SCHEDULE II

0.03

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

MONTHLY SALARY

| | | |
|--|--------|-----------|
| ENGINEERING ASSOCIATE - 2120 | STEP 1 | 6,414.00 |
| MECHANICAL & PLUMBING INSPECTOR - 2800 | 2 | 6,080.00 |
| ELECTRICAL INSPECTOR - 2900 | 3 | 5,763.00 |
| CODE INSPECTOR - 2150 | 4 | 5,463.00 |
| BUILDING INSPECTOR - 2190 | 5 | 5,178.00 |
| | 6 | 4,908.00 |
| | 7 | 4,652.00 |
| | 8 | 4,409.00 |
| UTILITYMAN I - 2290 | STEP 1 | 5,756.00 |
| SECRETARY TO DIRECTOR OF | 2 | 5,456.00 |
| COMMUNITY SERVICES - 4700 | 3 | 5,172.00 |
| ENGINEERING ASSISTANT - 2180 | 4 | 4,902.00 |
| PLANNING ASSISTANT - 2330 | 5 | 4,646.00 |
| CODE ENFORCEMENT INSPECTOR - 4460 | 6 | 4,404.00 |
| | 7 | 4,174.00 |
| | 8 | 3,956.00 |
| UTILITYMAN II - 2310 | STEP 1 | 4,645.00 |
| SECRETARY - 4360 | 2 | 4,403.00 |
| ENGINEERING AIDE - 2300 | 3 | 4,173.00 |
| SENIOR UTILITY CLERK - 4200 | 4 | 3,955.00 |
| | 5 | 3,749.00 |
| | 6 | 3,554.00 |
| | 7 | 3,369.00 |
| | 8 | 3,193.00 |
| | 9 | 3,027.00 |
| DEPUTY DIRECTOR OF COMMUNITY | STEP 1 | 10,899.00 |
| SERVICES & WATER - 2102 | 2 | 10,331.00 |
| | 3 | 9,792.00 |
| | 4 | 9,282.00 |
| | 5 | 8,798.00 |
| | 6 | 8,339.00 |
| | 7 | 7,904.00 |
| | 8 | 7,492.00 |

SCHEDULE II
EXHIBIT "B" PAGE 2

7/01/04

COV-MALSR 00013903

SCHEDULE II

0.03

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

MONTHLY SALARY

| | | |
|---|--------|----------|
| UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390 | STEP 1 | 3,750.00 |
| | 2 | 3,555.00 |
| | 3 | 3,370.00 |
| | 4 | 3,194.00 |
| | 5 | 3,027.00 |
| | 6 | 2,869.00 |
| | 7 | 2,719.00 |
| | 8 | 2,577.00 |
| UTILITYMAN IV - 2380 | STEP 1 | 3,028.00 |
| | 2 | 2,870.00 |
| | 3 | 2,720.00 |
| | 4 | 2,578.00 |
| | 5 | 2,444.00 |
| | 6 | 2,317.00 |
| | 7 | 2,196.00 |
| | 8 | 2,082.00 |
| UTILITY CLERK - 4220 | STEP 1 | 3,750.00 |
| | 2 | 3,555.00 |
| | 3 | 3,370.00 |
| | 4 | 3,194.00 |
| | 5 | 3,027.00 |
| | 6 | 2,869.00 |
| | 7 | 2,719.00 |
| | 8 | 2,577.00 |
| | 9 | 2,443.00 |
| | 10 | 2,316.00 |
| APPRENTICE MECHANIC - 2680 | STEP 1 | 2,857.00 |
| | 2 | 2,708.00 |
| | 3 | 2,567.00 |
| | 4 | 2,433.00 |
| | 5 | 2,306.00 |
| | 6 | 2,186.00 |
| | 7 | 2,072.00 |
| | 8 | 1,964.00 |

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

7/01/04

COV-MALSR 00013904

SCHEDULE II

0.03

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

| | | |
|--|--------|----------|
| GENERATION OPERATIONS MANAGER - 5197 | STEP 1 | 9,924.00 |
| ENGINEERING OPERATIONS MANAGER - 2550 | STEP 1 | 9,924.00 |
| ELECTRICAL ENGINEER - 5301 OPERATIONS ENGINEER - 5400 | STEP 1 | 8,437.00 |
| | 2 | 7,997.00 |
| | 3 | 7,580.00 |
| | 4 | 7,185.00 |
| | 5 | 6,810.00 |
| | 6 | 6,455.00 |
| | 7 | 6,118.00 |
| | 8 | 5,799.00 |
| ASSOCIATE ENGINEER - 5302 | STEP 1 | 7,185.00 |
| SENIOR SUBSTATION TECHNICIAN - 5216 | 2 | 6,810.00 |
| | 3 | 6,455.00 |
| | 4 | 6,118.00 |
| | 5 | 5,799.00 |
| | 6 | 5,497.00 |
| | 7 | 5,210.00 |
| | 8 | 4,938.00 |
| | 9 | 4,681.00 |
| ELECTRIC SERVICE PLANNER - 5204 | STEP 1 | 6,414.00 |
| ASSISTANT ENGINEER - 5312 | 2 | 6,080.00 |
| ASSOCIATE ENERGY MGMT REP - 5317 | 3 | 5,763.00 |
| | 4 | 5,463.00 |
| | 5 | 5,178.00 |
| | 6 | 4,908.00 |
| | 7 | 4,652.00 |
| | 8 | 4,409.00 |

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

7/1/04

COV-MALSR 00013905

| SCHEDULE II LIGHT & POWER DEPARTMENT SALARY SCALE | | 0.03 MONTHLY SALARY |
|---|--------|------------------------|
| BULK POWER MANAGER - 5304 | STEP 1 | 9,793.00 |
| | 2 | 9,282.00 |
| | 3 | 8,798.00 |
| | 4 | 8,339.00 |
| | 5 | 7,904.00 |
| | 6 | 7,492.00 |
| | 7 | 7,101.00 |
| | 8 | 6,731.00 |
| GAS SYSTEMS SUPERINTENDENT - 5101 | STEP 1 | 6,953.00 |
| | 2 | 6,591.00 |
| | 3 | 6,247.00 |
| | 4 | 5,921.00 |
| | 5 | 5,612.00 |
| | 6 | 5,319.00 |
| | 7 | 5,042.00 |
| ASSOCIATE RESOURCE SCHEDULER - 5102 | STEP 1 | 5,921.00 |
| | 2 | 5,612.00 |
| | 3 | 5,319.00 |
| | 4 | 5,042.00 |
| | 5 | 4,779.00 |
| | 6 | 4,530.00 |
| | 7 | 4,294.00 |
| | 8 | 4,070.00 |
| FIBER-OPTIC MANAGER - 2250 | STEP 1 | 9,389.00 |
| | 2 | 8,900.00 |
| | 3 | 8,438.00 |
| | 4 | 7,996.00 |
| | 5 | 7,579.00 |
| | 6 | 7,184.00 |
| | 7 | 6,809.00 |
| | 8 | 6,454.00 |
| ENGINEERING AIDE - 5300 | STEP 1 | 4,645.00 |
| | 2 | 4,403.00 |
| | 3 | 4,173.00 |
| | 4 | 3,955.00 |
| | 5 | 3,749.00 |
| | 6 | 3,554.00 |
| | 7 | 3,369.00 |
| | 8 | 3,183.00 |
| | 9 | 3,027.00 |
| ELECTRIC SERVICE PLANNER TRAINEE - 5207 | STEP 1 | 3,652.00 |

7/1/04

SCHEDULE II
EXHIBIT "B" PAGE 5

COV-MALSR 00013906

SCHEDULE II

0.03

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

| | | |
|---|---------------|-----------------|
| SENIOR ELECTRONICS TECHNICIAN - 5315 | STEP 1 | 7,616.00 |
| | 2 | 7,219.00 |
| SENIOR ELECTRIC SERVICE PLANNER - 5316 | 3 | 6,843.00 |
| | 4 | 6,486.00 |
| | 5 | 6,148.00 |
| | 6 | 5,827.00 |
| | 7 | 5,523.00 |
| | 8 | 5,235.00 |

| | | |
|--------------------------------------|---------------|-----------------|
| ELECTRONICS TECHNICIAN - 5111 | STEP 1 | 6,624.00 |
| | 2 | 6,279.00 |
| | 3 | 5,952.00 |
| | 4 | 5,642.00 |
| | 5 | 5,348.00 |
| | 6 | 5,069.00 |
| | 7 | 4,805.00 |
| | 8 | 4,555.00 |

| | | |
|--|---------------|-----------------|
| COMPUTER AIDED DRAFTING TECHNICIAN - 5305 | STEP 1 | 4,902.00 |
| | 2 | 4,646.00 |
| | 3 | 4,404.00 |
| | 4 | 4,174.00 |
| | 5 | 3,956.00 |
| | 6 | 3,750.00 |
| | 7 | 3,555.00 |
| | 8 | 3,370.00 |
| | 9 | 3,194.00 |

| | | |
|--|---------------|-----------------|
| FACILITIES COORDINATOR - 5104 ADMINISTRATIVE ASSOCIATE - 5103 | STEP 1 | 4,645.00 |
| | 2 | 4,403.00 |
| | 3 | 4,173.00 |
| | 4 | 3,955.00 |
| | 5 | 3,749.00 |
| | 6 | 3,554.00 |
| | 7 | 3,369.00 |
| | 8 | 3,193.00 |
| | 9 | 3,027.00 |

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

7/01/04

COV-MALSR 00013907

SCHEDULE II

0.03

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

FIELD SUPERVISOR - 6101

| | |
|---------------|-----------------|
| STEP 1 | 6,246.00 |
| 2 | 5,920.00 |
| 3 | 5,611.00 |
| 4 | 5,318.00 |
| 5 | 5,041.00 |
| 6 | 4,778.00 |
| 7 | 4,529.00 |
| 8 | 4,293.00 |

METER & REGULATOR TECH - 6102

| | |
|---------------|-----------------|
| STEP 1 | 5,637.00 |
| 2 | 5,343.00 |
| 3 | 5,064.00 |
| 4 | 4,800.00 |
| 5 | 4,550.00 |
| 6 | 4,313.00 |
| 7 | 4,088.00 |
| 8 | 3,875.00 |

CONSTRUCTION TECH - 6103

| | |
|---------------|-----------------|
| STEP 1 | 4,646.00 |
| 2 | 4,404.00 |
| 3 | 4,174.00 |
| 4 | 3,956.00 |
| 5 | 3,750.00 |
| 6 | 3,555.00 |
| 7 | 3,370.00 |
| 8 | 3,194.00 |

CONTROLS TECHNICIAN - 5112

| | |
|---------------|-----------------|
| STEP 1 | 5,641.00 |
| 2 | 5,347.00 |
| 3 | 5,068.00 |
| 4 | 4,804.00 |
| 5 | 4,554.00 |
| 6 | 4,317.00 |
| 7 | 4,092.00 |
| 8 | 3,879.00 |

GENERATIONS COORDINATOR - 5210

| | |
|---------------|-----------------|
| STEP 1 | 8,049.00 |
| 2 | 7,629.00 |
| 3 | 7,231.00 |
| 4 | 6,854.00 |
| 5 | 6,497.00 |
| 6 | 6,158.00 |
| 7 | 5,837.00 |
| 8 | 5,533.00 |

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

COV-MALSR 00013908

SCHEDULE II

0.03

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

| | | |
|-------------------------------|---------------|-----------------|
| SYSTEMS MANAGER - 5200 | STEP 1 | 8,166.00 |
| | 2 | 7,740.00 |
| | 3 | 7,336.00 |
| | 4 | 6,954.00 |
| | 5 | 6,591.00 |
| | 6 | 6,247.00 |
| | 7 | 5,921.00 |
| | 8 | 5,612.00 |

| | | |
|----------------------------------|---------------|-----------------|
| SYSTEMS SUPERVISOR - 5201 | STEP 1 | 7,335.00 |
| | 2 | 6,953.00 |
| | 3 | 6,591.00 |
| | 4 | 6,247.00 |
| | 5 | 5,921.00 |
| | 6 | 5,612.00 |
| | 7 | 5,319.00 |
| | 8 | 5,042.00 |

| | | |
|---|---------------|-----------------|
| SYSTEMS COORDINATOR I - 5202 RESOURCE SCHEDULER - 5308 | STEP 1 | 6,856.00 |
| | 2 | 6,499.00 |
| | 3 | 6,160.00 |
| | 4 | 5,839.00 |
| | 5 | 5,535.00 |
| | 6 | 5,246.00 |
| | 7 | 4,973.00 |
| | 8 | 4,714.00 |
| | 9 | 4,468.00 |

| | | |
|---|---------------|-----------------|
| SYSTEMS COORDINATOR II - 5203 SUBSTATION TECHNICIAN - 5212 | STEP 1 | 5,069.00 |
| | 2 | 4,805.00 |
| | 3 | 4,555.00 |
| | 4 | 4,318.00 |
| | 5 | 4,093.00 |
| | 6 | 3,880.00 |
| | 7 | 3,678.00 |
| | 8 | 3,486.00 |

| | | |
|--|---------------|-----------------|
| SYSTEMS COORDINATOR TRAINEE -5203 | STEP 1 | 2,963.00 |
|--|---------------|-----------------|

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**

7/01/04

COV-MALSR 00013905

SCHEDULE II

0.03

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

| | | |
|---|---------------|-----------------|
| BATTALION CHIEF - 6120 ADMINISTRATIVE BATTALION CHIEF - 6220 | STEP1 | 8,368.00 |
| | 2 | 7,932.00 |
| | 3 | 7,518.00 |
| | 4 | 7,126.00 |
| | 5 | 6,755.00 |
| | 6 | 6,403.00 |
| | 7 | 6,069.00 |
| CAPTAIN - 6130 ADMINISTRATIVE CAPTAIN - 6230 | STEP 1 | 6,954.00 |
| | 2 | 6,591.00 |
| | 3 | 6,247.00 |
| | 4 | 5,921.00 |
| | 5 | 5,612.00 |
| | 6 | 5,319.00 |
| | 7 | 5,042.00 |
| ENGINEER - 6150 ADMINISTRATIVE ENGINEER - 6250 | STEP 1 | 5,838.00 |
| | 2 | 5,534.00 |
| | 3 | 5,245.00 |
| | 4 | 4,972.00 |
| | 5 | 4,713.00 |
| | 6 | 4,467.00 |
| | 7 | 4,234.00 |
| FIREFIGHTER - 6180 ADMINISTRATIVE FIREFIGHTER - 6280 | STEP 1 | 4,982.00 |
| | 2 | 4,722.00 |
| | 3 | 4,476.00 |
| | 4 | 4,243.00 |
| | 5 | 4,022.00 |
| | 6 | 3,812.00 |
| | 7 | 3,613.00 |

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

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

07/01/04

COV-MALSR 00013910

SCHEDULE II

0.03

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

| | | |
|---|---------------|------------------|
| CHIEF - 1100 | STEP 1 | 10,899.00 |
| | 2 | 10,331.00 |
| | 3 | 9,792.00 |
| | 4 | 9,282.00 |
| | 5 | 8,798.00 |
| | 6 | 8,339.00 |
| | 7 | 7,904.00 |
| BATTALION CHIEF - 1120 ADMINISTRATIVE BATTALION CHIEF - 1220 | STEP 1 | 7,967.00 |
| | 2 | 7,552.00 |
| | 3 | 7,158.00 |
| | 4 | 6,785.00 |
| | 5 | 6,431.00 |
| | 6 | 6,096.00 |
| | 7 | 5,778.00 |
| CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230 | STEP 1 | 6,624.00 |
| | 2 | 6,279.00 |
| | 3 | 5,952.00 |
| | 4 | 5,642.00 |
| | 5 | 5,348.00 |
| | 6 | 5,069.00 |
| | 7 | 4,805.00 |
| ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250 | STEP 1 | 5,581.00 |
| | 2 | 5,271.00 |
| | 3 | 4,998.00 |
| | 4 | 4,736.00 |
| | 5 | 4,489.00 |
| | 6 | 4,255.00 |
| | 7 | 4,033.00 |
| FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280 | STEP 1 | 4,743.00 |
| | 2 | 4,496.00 |
| | 3 | 4,262.00 |
| | 4 | 4,040.00 |
| | 5 | 3,829.00 |
| | 6 | 3,629.00 |
| | 7 | 3,440.00 |

FIRE DEPARTMENT PERSONNEL HIRED BETWEEN 7/1/86 AND 6/30/94

SCHEDULE II
EXHIBIT "B" PAGE 9

07/01/04

COV-MALSR 00013911

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

| | | MONTHLY SALARY |
|---|--------|----------------|
| CHIEF - 1100 | STEP 1 | 10,899.00 |
| | 2 | 10,331.00 |
| | 3 | 9,792.00 |
| | 4 | 9,282.00 |
| | 5 | 8,798.00 |
| | 6 | 8,339.00 |
| | 7 | 7,904.00 |
| BATTALION CHIEF - 7120 ADMINISTRATIVE BATTALION CHIEF - 7220 | STEP 1 | 7,967.00 |
| | 2 | 7,552.00 |
| | 3 | 7,158.00 |
| | 4 | 6,785.00 |
| | 5 | 6,431.00 |
| | 6 | 6,096.00 |
| | 7 | 5,778.00 |
| CAPTAIN - 7130 ADMINISTRATIVE CAPTAIN - 7230 | STEP 1 | 6,785.00 |
| | 2 | 6,431.00 |
| | 3 | 6,096.00 |
| | 4 | 5,778.00 |
| | 5 | 5,477.00 |
| | 6 | 5,191.00 |
| | 7 | 4,920.00 |
| ENGINEER - 7150 ADMINISTRATIVE ENGINEER - 7250 | STEP 1 | 5,696.00 |
| | 2 | 5,399.00 |
| | 3 | 5,118.00 |
| | 4 | 4,851.00 |
| | 5 | 4,598.00 |
| | 6 | 4,358.00 |
| | 7 | 4,131.00 |
| FIREFIGHTER - 7180 ADMINISTRATIVE FIREFIGHTER - 7280 | STEP 1 | 4,857.00 |
| | 2 | 4,604.00 |
| | 3 | 4,364.00 |
| | 4 | 4,138.00 |
| | 5 | 3,920.00 |
| | 6 | 3,716.00 |
| | 7 | 3,522.00 |

FIRE DEPARTMENT PERSONNEL HIRED AFTER JULY 1, 1994

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

07/01/04

COV-MALSR 00013912

SCHEDULE II

FIRE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

SECRETARY - 4360

| | |
|--------|----------|
| STEP 1 | 4,645.00 |
| 2 | 4,403.00 |
| 3 | 4,173.00 |
| 4 | 3,955.00 |
| 5 | 3,749.00 |
| 6 | 3,554.00 |
| 7 | 3,369.00 |
| 8 | 3,193.00 |
| 9 | 3,027.00 |

UTILITY CLERK - 4220

| | |
|--------|----------|
| STEP 1 | 3,750.00 |
| 2 | 3,555.00 |
| 3 | 3,370.00 |
| 4 | 3,194.00 |
| 5 | 3,027.00 |
| 6 | 2,869.00 |
| 7 | 2,719.00 |
| 8 | 2,577.00 |
| 9 | 2,443.00 |
| 10 | 2,316.00 |

**SCHEDULE II
EXHIBIT "B" PAGE 10**

07/01/04

COV-MALSR 00013913

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

0.03

| | | |
|---|---------------|-----------------------|
| CHIEF - 3100 | STEP 1 | MONTHLY SALARY |
| | 2 | 11,243.00 |
| | 3 | 10,657.00 |
| | 4 | 10,101.00 |
| | 5 | 9,574.00 |
| | 6 | 9,075.00 |
| | 7 | 8,602.00 |
| CAPTAIN - 3110 | STEP 1 | MONTHLY SALARY |
| | 2 | 8,967.00 |
| | 3 | 8,500.00 |
| | 4 | 8,057.00 |
| | 5 | 7,637.00 |
| | 6 | 7,239.00 |
| | 7 | 6,862.00 |
| LIEUTENANT - 3120 | STEP 1 | MONTHLY SALARY |
| | 2 | 6,504.00 |
| | 3 | 6,116.00 |
| | 4 | 5,797.00 |
| | 5 | 5,495.00 |
| | 6 | 5,181.00 |
| | 7 | 4,827.00 |
| RECORDS MANAGER - 4270 | STEP 1 | MONTHLY SALARY |
| | 2 | 4,575.00 |
| | 3 | 4,403.00 |
| | 4 | 4,173.00 |
| | 5 | 3,955.00 |
| | 6 | 3,749.00 |
| | 7 | 3,554.00 |
| ASSISTANT RECORDS MANAGER - 4271 POLICE SECRETARY - 3170 | STEP 1 | MONTHLY SALARY |
| | 2 | 3,389.00 |
| | 3 | 3,193.00 |
| | 4 | 3,027.00 |
| | 5 | 2,889.00 |
| | 6 | 2,719.00 |
| | 7 | 2,577.00 |
| | 8 | 2,443.00 |
| | 9 | 2,316.00 |
| RECORDS CLERK - 3180 ADMINISTRATIVE ASSISTANT - 4272 | STEP 1 | MONTHLY SALARY |
| | 2 | 3,750.00 |
| | 3 | 3,555.00 |
| | 4 | 3,370.00 |
| | 5 | 3,194.00 |
| | 6 | 3,027.00 |
| | 7 | 2,889.00 |
| | 8 | 2,719.00 |
| | 9 | 2,577.00 |
| | 10 | 2,443.00 |

SCHEDULE II
EXHIBIT "B" PAGE 11

7/01/04

COV-MALSR 00013914

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

| | | |
|--------------------------------------|---------------|-----------------|
| CIVILIAN COURT OFFICER - 4370 | STEP 1 | 4,476.00 |
| | 2 | 4,243.00 |
| | 3 | 4,022.00 |
| | 4 | 3,812.00 |
| | 5 | 3,613.00 |
| | 6 | 3,425.00 |
| | 7 | 3,246.00 |
| | 8 | 3,077.00 |
| VERNON SERVICE OFFICER - 4300 | STEP 1 | 3,662.00 |
| | 2 | 3,471.00 |
| | 3 | 3,290.00 |
| | 4 | 3,118.00 |
| | 5 | 2,955.00 |
| | 6 | 2,801.00 |
| | 7 | 2,655.00 |
| | 8 | 2,517.00 |
| POLICE CADET - 3180 | STEP 1 | 2,890.00 |
| | 2 | 2,739.00 |
| | 3 | 2,596.00 |
| | 4 | 2,461.00 |
| | 5 | 2,333.00 |
| | 6 | 2,211.00 |
| | 7 | 2,096.00 |
| | 8 | 1,987.00 |
| SERGEANTS - 3130 | STEP 1 | 6,302.00 |
| | 2 | 5,973.00 |
| | 3 | 5,662.00 |
| | 4 | 5,367.00 |
| | 5 | 5,087.00 |
| | 6 | 4,822.00 |
| POLICE OFFICER - 3340 | STEP 1 | 5,300.00 |
| | 2 | 5,024.00 |
| | 3 | 4,762.00 |
| | 4 | 4,514.00 |
| | 5 | 4,279.00 |
| | 6 | 4,056.00 |

**SCHEDULE II
EXHIBIT "B" PAGE 12**

7/01/04 (except 3130 and 3340)
9/1/04 3130 and 3340

COV-MALSR 00013915

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

| | | MONTHLY SALARY |
|--|--------|----------------|
| CITY ADMINISTRATOR/CITY CLERK - 400X | STEP 1 | 35,302.00 |
| DIRECTOR OF ENVIRONMENTAL HEALTH - 4310 | STEP 1 | 10,986.00 |
| | 2 | 10,413.00 |
| | 3 | 9,870.00 |
| | 4 | 9,355.00 |
| | 5 | 8,887.00 |
| | 6 | 8,405.00 |
| | 7 | 7,987.00 |
| CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320 | STEP 1 | 8,900.00 |
| | 2 | 8,436.00 |
| | 3 | 7,998.00 |
| | 4 | 7,579.00 |
| | 5 | 7,184.00 |
| | 6 | 6,809.00 |
| | 7 | 6,454.00 |
| ASSISTANT TO THE CITY ADMINISTRATOR - 4100 | STEP 1 | 8,580.00 |
| | 2 | 8,133.00 |
| | 3 | 7,709.00 |
| | 4 | 7,307.00 |
| | 5 | 6,926.00 |
| | 6 | 6,565.00 |
| | 7 | 6,223.00 |
| SENIOR ENVIRONMENTAL SPECIALIST - 4440 | STEP 1 | 7,996.00 |
| | 2 | 7,579.00 |
| | 3 | 7,184.00 |
| | 4 | 6,809.00 |
| | 5 | 6,454.00 |
| | 6 | 6,118.00 |
| | 7 | 5,799.00 |
| SPECIAL ASST TO THE CITY ADMINISTRATOR - 4050 | STEP 1 | 7,409.00 |
| OFFICE MANAGER - 4120 | STEP 1 | 6,655.00 |
| RISK MANAGER/PERSONNEL ASSISTANT - 4260 | STEP 1 | 6,308.00 |
| BUDGET AUDITOR - 4330 | 2 | 5,979.00 |
| | 3 | 5,667.00 |
| | 4 | 5,372.00 |
| | 5 | 5,092.00 |
| | 6 | 4,827.00 |
| | 7 | 4,575.00 |
| | 8 | 4,336.00 |
| LEGAL COUNSEL - 9700 | STEP 1 | 25,000.00 |

SCHEDULE II
EXHIBIT "B" PAGE 13

07/01/04

COV-MALSR 00013916

SCHEDULE II

0.03

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

| | | |
|---|--------|----------|
| DEPUTY CITY CLERK - 4190 | STEP 1 | 5,668.00 |
| | 2 | 5,373.00 |
| | 3 | 5,093.00 |
| | 4 | 4,827.00 |
| | 5 | 4,575.00 |
| | 6 | 4,338.00 |
| | 7 | 4,110.00 |
| | 8 | 3,896.00 |
| ACCOUNTANT - 4130 | STEP 1 | 5,370.00 |
| | 2 | 5,090.00 |
| | 3 | 4,825.00 |
| | 4 | 4,573.00 |
| | 5 | 4,335.00 |
| | 6 | 4,109.00 |
| | 7 | 3,895.00 |
| | 8 | 3,692.00 |
| ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150 | STEP 1 | 5,102.00 |
| | 2 | 4,836.00 |
| | 3 | 4,584.00 |
| | 4 | 4,345.00 |
| | 5 | 4,118.00 |
| | 6 | 3,903.00 |
| | 7 | 3,700.00 |
| | 8 | 3,507.00 |
| ENVIRONMENTAL SPECIALIST - 4340 | STEP 1 | 6,758.00 |
| | 2 | 6,408.00 |
| | 3 | 6,072.00 |
| | 4 | 5,755.00 |
| | 5 | 5,455.00 |
| | 6 | 5,171.00 |
| | 7 | 4,901.00 |
| | 8 | 4,645.00 |
| LEGAL SECRETARY - 4290 | STEP 1 | 5,756.00 |
| | 2 | 5,456.00 |
| | 3 | 5,172.00 |
| | 4 | 4,902.00 |
| | 5 | 4,646.00 |
| | 6 | 4,404.00 |
| | 7 | 4,174.00 |
| | 8 | 3,956.00 |
| RESOURCE ENGINEER - 5309 | STEP 1 | 8,437.00 |
| | 2 | 7,997.00 |
| | 3 | 7,580.00 |
| | 4 | 7,185.00 |
| | 5 | 6,810.00 |
| | 6 | 6,455.00 |
| | 7 | 6,118.00 |
| | 8 | 5,799.00 |

**SCHEDULE II
EXHIBIT "B" PAGE 14**

07/01/04

COV-MALSR 00013917

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

| | | |
|--|--------|----------|
| PAYROLL CLERK - 4180 | STEP 1 | 4,645.00 |
| SENIOR DISPATCHER(COMMUNICATIONS) - 4600 | 2 | 4,403.00 |
| SENIOR UTILITY CLERK - 4520 | 3 | 4,173.00 |
| SECRETARY - 4360 | 4 | 3,955.00 |
| PURCHASING ASSISTANT - 4910 | 5 | 3,749.00 |
| ASST CITY CLERK - 4400 | 6 | 3,554.00 |
| SENIOR ACCOUNT CLERK - 4202 | 7 | 3,369.00 |
| | 8 | 3,193.00 |
| | 9 | 3,027.00 |

| | | |
|------------------------------|--------|----------|
| ADMINISTRATIVE AIDE I - 4900 | STEP Y | 4,390.00 |
| | 1 | 4,118.00 |
| | 2 | 3,903.00 |
| | 3 | 3,700.00 |
| | 4 | 3,507.00 |
| | 5 | 3,324.00 |
| | 6 | 3,151.00 |
| | 7 | 2,987.00 |
| | 8 | 2,831.00 |
| | 9 | 2,683.00 |

| | | |
|---------------------------------|--------|----------|
| ENVIRONMENTAL TECHNICIAN - 4350 | STEP 1 | 3,750.00 |
| | 2 | 3,555.00 |
| | 3 | 3,370.00 |
| | 4 | 3,194.00 |
| | 5 | 3,027.00 |
| | 6 | 2,869.00 |
| | 7 | 2,719.00 |
| | 8 | 2,577.00 |

| | | |
|-----------------------------|--------|----------|
| TELEPHONE TECHNICIAN - 4391 | STEP 1 | 5,921.00 |
| | 2 | 5,612.00 |
| | 3 | 5,319.00 |
| | 4 | 5,042.00 |
| | 5 | 4,779.00 |
| | 6 | 4,530.00 |
| | 7 | 4,294.00 |
| | 8 | 4,070.00 |

| | | |
|------------------------------------|--------|----------|
| DISPATCHER (COMMUNICATIONS) - 4500 | STEP 1 | 3,750.00 |
| | 2 | 3,555.00 |
| | 3 | 3,370.00 |
| | 4 | 3,194.00 |
| | 5 | 3,027.00 |
| | 6 | 2,869.00 |
| | 7 | 2,719.00 |

SCHEDULE II
EXHIBIT "B" PAGE 15

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EX. 65 - 75

SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

ACCOUNT CLERK - 4230

| | |
|--------|----------|
| STEP 1 | 3,937.00 |
| 2 | 3,732.00 |
| 3 | 3,537.00 |
| 4 | 3,353.00 |
| 5 | 3,178.00 |
| 6 | 3,012.00 |
| 7 | 2,855.00 |
| 8 | 2,706.00 |
| 9 | 2,565.00 |
| 10 | 2,431.00 |

TYPIST/SWITCHBOARD OPERATOR - 4210

| | |
|--------|----------|
| STEP 1 | 3,750.00 |
| 2 | 3,555.00 |
| 3 | 3,370.00 |
| 4 | 3,194.00 |
| 5 | 3,027.00 |
| 6 | 2,869.00 |
| 7 | 2,719.00 |
| 8 | 2,577.00 |
| 9 | 2,443.00 |
| 10 | 2,316.00 |

UTILITY CLERK - 4220

PERSONNEL CLERK - 4240

SECRETARY TRAINEE - 4250

ADMINISTRATIVE ASSISTANT - 4272

COUNCILMAN

DEPUTY CITY TREASURER

2,173.00
100.00

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 16

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SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

| | | MONTHLY SALARY |
|--|--------|----------------|
| CITY ATTORNEY - 9800 | STEP 1 | 27,500.00 |
| DEPUTY CITY ATTORNEY - 9850 | STEP 1 | 12,500.00 |
| ASST TO CITY ATTORNEY - 9750 | STEP 1 | 12,445.00 |
| FINANCE ADMINISTRATOR/ INTERNAL INVESTIGATOR/AUDITOR - 9801 | STEP 1 | 13,750.00 |

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**SCHEDULE II
EXHIBIT "B" PAGE 16A**

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SCHEDULE II

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

0.03

MONTHLY SALARY

CUSTOMER SERVICE REPRESENTATIVE - 4111
LEAD METER READER - 5206

| | |
|---------------|-----------------|
| STEP 1 | 4,398.00 |
| 2 | 4,169.00 |
| 3 | 3,952.00 |
| 4 | 3,748.00 |
| 5 | 3,551.00 |
| 6 | 3,366.00 |
| 7 | 3,191.00 |
| 8 | 3,025.00 |
| 9 | 2,867.00 |
| 10 | 2,718.00 |

METER READER - 5205

| | |
|---------------|-----------------|
| STEP 1 | 4,298.00 |
| 2 | 4,074.00 |
| 3 | 3,862.00 |
| 4 | 3,661.00 |
| 5 | 3,470.00 |
| 6 | 3,289.00 |
| 7 | 3,118.00 |
| 8 | 2,955.00 |

07/01/04

SCHEDULE II
EXHIBIT "B" PAGE 17

COV-MALSR 00013921

EXHIBIT C

COV-MALSR 00013922

SCHEDULE III
AUTOMOBILE ALLOWANCE

| | MONTHLY ALLOWANCE |
|---|--------------------------|
| POLICE CAPTAIN | \$480.00 |
| ENGINEERING OPERATIONS MANAGER | \$420.00 |
| GENERATION OPERATIONS MANAGER | \$420.00 |
| DEPUTY CITY TREASURER | \$420.00 |
| OFFICE MANAGER | \$300.00 |
| RISK MANAGER/PERSONNEL ASSISTANT | \$110.00 |

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.

7/1/04

SCHEDULE III
EXHIBIT "C"

COV-MALSR 00013923

EXHIBIT D

COV-MALSR 00013924

SCHEDULE IV
UNIFORM ALLOWANCE
2004-2005

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 2004-2005 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 2004.

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, 2004.

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, 2004.

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 2004-2005 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "D"

7/1/04

COV-MALSR 00013925

EXHIBIT E

COV-MALSR 00013926

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, 2003:

Effective September 1, 2003:

| | |
|---------------------|----------|
| All Day Appearance | \$200.50 |
| Half Day Appearance | \$138.50 |
| Stand-by (all day) | \$114.50 |
| Stand-by (1/2 day) | \$57.75 |

SCHEDULE V
Exhibit "E"

7/1/04

COV-MALSR 00013927