

RESOLUTION NO. 9089

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
VERNON FIXING THE COMPENSATION FOR CERTAIN
EMPLOYEES OF SAID CITY AS OF JULY 1, 2006,
AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

ADOPTED ON JUNE 28, 2006

RESOLUTION NO. 9089				
RESOLUTION NO.	ADOPTION DATE	PAGES AMENDED	SCHEDULE AND/OR SECTIONS AMENDED	DEPARTMENT AFFECTED

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OF
2006-2007 SALARY RESOLUTION

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RESOLUTION NO. 9089

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3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 VERNON FIXING THE COMPENSATION FOR CERTAIN
5 EMPLOYEES OF SAID CITY AS OF JULY 1, 2006,
6 AUTHORIZING CERTAIN EXPENSE ALLOWANCES AND
7 REPEALING ALL RESOLUTIONS IN CONFLICT THEREWITH

8 WHEREAS, on June 30, 2004, the City Council of the City of
9 Vernon adopted Resolution No. 8473, as amended by Resolution Nos.
10 8517, 8530, 8594, 8613, 8644, 8659 and 8690, fixing the compensation
11 for certain employees of the City of Vernon and authorized certain
12 expense allowances as of July 1, 2004; and

13 WHEREAS, on June 29, 2005, the City Council of the City of
14 Vernon adopted Resolution No. 8780, as amended by Resolution Nos.
15 8822, 8831, 8859 and 9002, reaffirming and amending Resolution No.
16 8473, as amended, to be effective July 1, 2005; and

17 WHEREAS, the City Council of the City of Vernon wishes to fix
18 the compensation and other benefits for employees of the City of Vernon
19 as indicated in their respective schedules as of July 1, 2006; and

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

23 WHEREAS, pursuant to said contract, the employees of the City
24 of Vernon are required to make contributions to the PERS, which are a
25 percentage of the employees' compensation; and

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

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

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

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

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

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

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

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

23 WHEREAS, on June 29, 2005, the City Council of the City of
24 Vernon adopted Resolution No. 8764, as amended by Resolution No. 8795
25 on July 12, 2005, establishing the vacation and holiday policy for City
26 employees; and

27 WHEREAS, on October 16, 1979, the City Council of the City of
28 Vernon adopted Resolution No. 4677 establishing a four (4) day work

1 week and the City Council wishes to reaffirm the continuation of said
2 program; and

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

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

11 WHEREAS, on June 20, 1991, the City Council of the City of
12 Vernon adopted Resolution No. 5946, as reaffirmed by Resolution No.
13 8273 on August 27, 2003, establishing a Gas Municipal Utility
14 Department within the City of Vernon; and

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

21 WHEREAS, on September 19, 1995, the City Council of the City
22 of Vernon adopted Resolution No. 6687, as amended by Resolution No.
23 7558 on June 27, 2000 and Resolution No. 8013 on July 3, 2002, adopting
24 a discretionary educational assistance program; and

25 WHEREAS, on October 5, 1993, the City Council of the City of
26 Vernon adopted Resolution No. 6258 approving a Second Side Letter
27 Agreement between the Municipal Employee Relations Representative of
28 the City of Vernon ("MERR") and the Vernon Police Officers' Benefit

1 Association ("VPOBA") (Employee Group 2) providing for the continuation
2 of the four day week at ten hours per day ("4/10 plan") and extending
3 the Memorandum of Understanding ("MOU") previously adopted by
4 Resolution No. 5489 on March 15, 1988, as amended by a Side Letter
5 Agreement adopted by Resolution No. 6001 on January 21, 1992, until
6 August 31, 2001; and

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

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

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

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

28 / / /

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

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

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

11 WHEREAS, the City Council has established medical benefits
12 for employees of the City of Vernon as provided by Resolution No. 8490
13 adopted by the City Council of the City of Vernon on July 14, 2004 and
14 as renewed by the Finance Committee Section of the City Council of the
15 City of Vernon on January 5, 2005 and January 24, 2006; and

16 WHEREAS, the City Council by Resolution No. 9085 adopted on
17 June 28, 2006, approved the payment of insurance premiums for life,
18 health and dental benefits as such benefits are in effect as of
19 June 30, 2006, for all full-time regular employees only and their
20 dependents during the 2006-2007 fiscal year as follows: (1) all
21 miscellaneous employees; (2) all Fire Department employees; (3) all
22 sworn management employees in the Police Department including Police
23 Lieutenants and all sworn police officers which include Group 2
24 employees who are represented by the Vernon Police Officers' Benefit
25 Association; and

26 WHEREAS, the City Council intends to continue to provide a
27 PERS long-term health care benefit with comprehensive lifetime
28 inflation protection for the City Councilmembers, the City

1 Administrator, and their spouses and that said benefit shall be
2 provided at no cost to them; and

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

6 WHEREAS, on October 17, 1995, the City Council of the City of
7 Vernon adopted Resolution No. 6696, as amended by Resolution No. 7295
8 on March 16, 1999, Resolution No. 7344 on June 1, 1999, Resolution No.
9 7406 on August 17, 1999, Resolution No. 7849 on October 17, 2001,
10 Resolution No. 8103 on November 20, 2002 and Resolution No. 8297 on
11 November 5, 2003, adopting a family and medical leave policy; and

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

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

21 WHEREAS, on July 28, 2004, the City Council of the City of
22 Vernon adopted Resolution No. 8499 adopting the City of Vernon Fire
23 Department Rules and Regulations; and

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

28 / / /

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

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

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

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

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

23 WHEREAS, on October 20, 2004, the City Council of the City
24 of Vernon adopted Resolution No. 8568 approving a disaster overtime
25 pay policy for exempt employees; and

26 WHEREAS, on October 12, 2005, the City Council of the City
27 of Vernon adopted Resolution No. 8856 terminating the Supplemental
28 Executive Retirement Plan and Trust approved by Resolution No. 7635 on

1 September 19, 2000, as amended by Resolution No. 7753 on May 2, 2001;
2 and

3 WHEREAS, on December 19, 2001, the City Council of the City
4 of Vernon adopted Resolution No. 7883, as amended by Resolution No.
5 7959 on May 8, 2002, adopting a military leave policy; and

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

9 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
10 CITY OF VERNON AS FOLLOWS:

11 **SECTION 1: EMPLOYEES SERVE AT WILL AND PLEASURE OF THE CITY**
12 **COUNCIL.**

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

20 **SECTION 2: EMPLOYMENT AGREEMENT.**

21 All employees of the City of Vernon serve at the will and
22 pleasure of the City Council. Prior to employment or prior to
23 promotion, employees will be requested to sign an employment agreement
24 establishing that their employment is at the will and pleasure of the
25 City Council as a condition of being appointed to said position.

26 No employment-related plan affecting the terms and conditions
27 of employment with the City of Vernon will be enforced or otherwise
28 recognized unless and until it shall have been reduced to a writing
approved by the City Council.

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

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

9 **SECTION 4: EFFECTIVE DATE.**

10 Effective July 1, 2006, there is hereby established and
11 approved compensation and other benefits and expenses provided for
12 herein as set forth below for employees and officers of the City of
13 Vernon. This resolution shall not affect or alter the existing
14 compensation of any officer or employee not specifically set forth
15 herein.

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

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

27 (a) Department of Community Services & Water.

28 (b) Light & Power Department.

1 (c) Fire Department.

2 (d) Police Department.

3 (e) City Administrator/City Clerk Department.

4 (f) Office of the City Attorney/Public Prosecutor.

5 (g) City Council Department.

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

9 **SECTION 6: PERS CONTRIBUTIONS.**

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

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

16 The City has established an auto insurance program pursuant
17 to Resolution No. 5741. All officers, employees and police (other than
18 Group 2 employees) who participate in said program effective July 1,
19 2006, will receive a contribution by the City of Thirty-Five Dollars
20 (\$35.00) per month per employee. All Police Group 2 employees will
21 receive a contribution from the City of Twenty-Three Dollars and Four
22 Cents (\$23.04) per month.

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

24 a. Life, Health and Dental Benefits.

25 The City Council by Resolution No. 9085 adopted on June 28,
26 2006, approved the payment of insurance premiums for life, health and
27 dental benefits as such benefits are in effect as of June 30, 2006, for
28 all full-time regular employees only and their dependents as follows:

1 (1) all miscellaneous employees; (2) all Fire Department employees; (3)
2 all sworn management employees in the Police Department including
3 Police Lieutenants and all sworn police officers which include Group 2
4 employees who are represented by the Vernon Police Officers' Benefit
5 Association.

6 **b. Vision Care.**

7 The City shall provide a vision care benefit to employees
8 only and not dependents. Employees shall have the option of
9 purchasing vision care for their dependents at a cost of \$6.95 for one
10 dependent or \$13.95 for two or more dependents.

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

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

17 **a. Five (5) Years of Service.**

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

25 **b. Ten (10) Years of Service.**

26 All eligible employees who have ten (10) years of consecutive
27 uninterrupted service on or before July 1, 1987, shall receive an
28 additional ten percent (10%) per month of their base salary effective
July 1, 1987, and every year thereafter until reaching the next step.

1 Employees upon reaching their 10th anniversary date after July 1, 1987,
2 shall be entitled to said ten percent (10%) per month upon said
3 anniversary date.

4 **c. Fifteen (15) Years of Service.**

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

12 **d. Twenty (20) Years of Service.**

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

20 **e. Thirty (30) Years of Service - Firemen.**

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

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

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

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

9 **g. Twenty-Five (25) Years of Service - City**
10 **Administrator.**

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

17 **h. Compensation Not Cumulative.**

18 Payment of the aforesaid longevity compensation shall not be
19 cumulative and only the highest applicable longevity pay shall be
20 paid.

21 **i. Police Employees in Group 2 on or Before June 30,**
22 **1995.**

23 The longevity program described in Section 9 will also apply
24 to the police employees in Group 2 employed on or before June 30,
25 1995.

26 / / /

27 / / /

28 / / /

1 j. Employees Employed After June 30, 1994 and
2 Exceptions Pertaining to Police Employees in Group
3 2.

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

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

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

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

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

22 All employees classified in Group 2 who are employed on or
23 after July 1, 1995, who attain five (5) years of consecutive
24 uninterrupted service shall receive an additional five percent (5%) per
25 month of their base salary. Such employees upon reaching their 5th
26 anniversary date shall be entitled to receive such five percent (5%)
27 per month upon said anniversary date. Further, such employees will not
28 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.

1 **SECTION 11: PERFECT ATTENDANCE.**

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

5 **a. Ten (10) Consecutive Years.**

6 All such employees who have ten (10) consecutive years of
7 perfect attendance shall receive one (1) day off with pay. Employees
8 are encouraged to use additional days off within twelve (12) months
9 from the date the ten (10) consecutive years have been reached. No new
10 perfect attendance days will be granted unless the previous year's days
11 have been exhausted.

12 **b. Eleven (11) Consecutive Years.**

13 All such employees who have eleven (11) consecutive years of
14 perfect attendance shall receive two (2) days off with pay. Employees
15 are encouraged to use additional days off within twelve (12) months
16 from the date the eleven (11) consecutive years have been reached. No
17 new perfect attendance days will be granted unless the previous year's
18 days have been exhausted.

19 **c. Twelve (12) Consecutive Years.**

20 All such employees who have twelve (12) consecutive years of
21 perfect attendance shall receive three (3) days off with pay.
22 Employees are encouraged to use additional days off within twelve (12)
23 months from the date the twelve (12) consecutive years have been
24 reached. No new perfect attendance days will be granted unless the
25 previous year's days have been exhausted.

26 **d. Thirteen (13) Consecutive Years.**

27 All such employees who have thirteen (13) consecutive years
28 of perfect attendance shall receive four (4) days off with pay.

1 Employees are encouraged to use additional days off within twelve (12)
2 months from the date the thirteen (13) consecutive years have been
3 reached. No new perfect attendance days will be granted unless the
4 previous year's days have been exhausted.

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

6 All such employees who have fourteen (14) consecutive years
7 of perfect attendance and thereafter shall receive five (5) days off
8 with pay. Employees are encouraged to use additional days off within
9 twelve (12) months from the date the fourteen (14) consecutive years
10 have been reached. No new perfect attendance days will be granted
11 unless the previous year's days have been exhausted. No employee shall
12 receive any more than five (5) days off for perfect attendance.

13 **f. Effect of Bereavement Leave on Perfect Attendance.**

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

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

17 **a. Vacation and Holiday Policies.**

18 Vacation and holiday policies for employees of the City of
19 Vernon are established and recited in Resolution No. 8764, as amended
20 by Resolution No. 8795. However, employees who are absent from their
21 positions during the applicable work day preceding or following a
22 scheduled holiday or scheduled in lieu holiday shall not receive pay
23 for said holiday, unless such absence is approved vacation or
24 compensatory time.

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

27 Pursuant to the Fifth Side-Letter Agreement, effective
28 September 1, 2002, Group 2 employees shall receive, during the fiscal
year, an additional "in lieu" holiday (for a maximum of 10 hours) if

1 the City Council, during such fiscal year, provides any additional
2 holiday to miscellaneous/general employees in addition to those
3 holidays provided for in Resolution No. 8764, as amended by Resolution
4 No. 8795, Vacation and Holidays.

5 c. Entitlement of In Lieu Holiday - Fire Department
6 Employees Assigned to 24-Hour Shift Schedule.

7 Effective July 1, 2006, Fire Department personnel
8 assigned to 24-hour shift schedule shall receive, during the fiscal
9 year, an additional "in lieu" holiday (for a maximum of one 24-hour
10 shift per "in lieu" holiday) if the City Council, during such fiscal
11 year, provides an additional holiday to miscellaneous/general
12 employees in addition to those holidays provided for in Resolution No.
13 8764, as amended, Vacation and Holidays. The 24-hour shift fire
14 personnel will not receive any additional "in lieu" time above the 24-
15 hours. Usage of "in lieu" holidays by Fire Department employees is
16 established in Resolution No. 8764, as amended, Vacation and Holidays.

17 d. Amendment to Resolution No. 8764 as Amended by
18 Resolution No. 8795.

19 Section 9.3 of Resolution No. 8764 as amended by
20 Resolution No. 8795 shall be amended to read as follows:

21 "9.3 Sworn safety personnel in the Fire
22 Department working 24 hour rotating shifts
23 shall be allowed to carryover a maximum of two
24 and a half (2 ½) shifts per calendar year. If
25 more than two and a half (2 ½) shifts are
26 available at the end of the calendar year, the
27 employee shall not be compensated for the
28 shifts/hours exceeding the two and a half (2 ½)
shift maximum carryover."

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

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

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

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

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

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

19 a. **City Administrator Authority.**

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

22 b. **Workday Hours.**

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

28 / / /

1 **c. Vacation Benefits.**

2 The vacation benefits for all employees working in said four
3 (4) day work week program are provided in Resolution No. 8764, as
4 amended.

5 **d. Closure on Holidays.**

6 Holiday benefits for all employees are provided in Resolution
7 No. 8764, as amended.

8 **e. Overtime.**

9 Any and all approved overtime worked by all non-exempt City
10 employees in all departments shall be earned and paid in one-fourth
11 hour increments.

12 **f. Lieutenants and Police Captain.**

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

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

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

24 **a. Hourly Employees.**

25 All non-exempt employees other than twenty-four (24) hour
26 shift Fire Department employees, shall be paid on an hourly basis. The
27 employee shall be paid the amount computed by multiplying the hourly
28 salary rate by the number of hours worked or taken as excused paid

1 leave or holiday. The total hours to be paid shall be certified by the
2 Department Head, or by an employee designated by the Department Head,
3 each pay period prior to payment. Such certification shall be in a
4 form approved by the City Administrator.

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

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

14 **c. City Administrator/City Clerk, the Members of the**
15 **City Council, and the City Attorney.**

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

19 **d. Leave Without Pay.**

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

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

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

1 period.

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

8 **f. Return to Work.**

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

22 **g. Bereavement Leave.**

23 At the discretion of the City Administrator, full-time
24 regular employees may be determined eligible for bereavement leave
25 with pay for the death of an immediate family member, a person related
26 by adoption, or marriage. In order to be eligible for such leave,
27 employee shall give advance notice to his or her immediate supervisor
28 or Department Head and shall provide any information necessary to

1 support such request. Bereavement leave may be granted, if necessary,
2 and if granted, shall not exceed the following number of days for any
3 one occurrence:

4 (1) three (3) days for those employees working a
5 5/80 work week;

6 (2) two (2) days for those employees working a
7 4/10 or 9/80 work week;

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

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

11 **h. Bereavement Leave - Group 2 Employees.**

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

16 **SECTION 17: AUTOMOBILE ALLOWANCES.**

17 **a. Exceptions to Allowance.**

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

23 **b. Personal Vehicle Allowance.**

24 Employees who, with Department Head approval, use their
25 personal automobile during the performance of their assigned duties
26 shall be compensated with an automobile allowance as provided for
27 herein. In the event that the automobile allowance for a particular
28 month provides less than forty-five cents (45¢) a mile reimbursement

1 or, if no automobile allowance is provided, then the employee shall
2 receive a sum equal to forty-five cents (45¢) a mile for reimbursement
3 for use of his/her personal automobile and said sum shall be based upon
4 actual miles traveled by said automobile.

5 **c. Mileage Reimbursement.**

6 Whenever a Department Head certifies for reimbursement on the
7 basis of mileage, he shall submit to the City Administrator/ City Clerk
8 a statement of the reason for paying such employee such mileage
9 reimbursement.

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

11 The City Council hereby makes the following statements of
12 policy in addition to the statements of policy previously made in other
13 sections herein concerning the implementation of the salary provisions
14 and classifications set forth herein:

15 **a. New Employees.**

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

27 **b. Evaluation Period.**

28 Section 1 declares that it is the intent of the City Council

1 to reserve unto the City Council, complete and exclusive discretion to
2 determine matters relating to discharge, suspension or other matters of
3 discipline of all employees in conformance with its long standing view
4 and policy that all employees of the City of Vernon serve at the will
5 and pleasure of the City Council. Consistent with this policy, the City
6 Council requires all City employees to serve a one (1) year minimum
7 evaluation period during which new employees receive regular training
8 and regular monthly evaluations which provide continuous information on
9 their job performance.

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

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

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

1 Council that this Section shall prevail.

2 **c. Promotion or Merit Increase in Grade.**

3 Promotions to higher positions or merit salary increases to
4 higher steps are considered to be increases on the basis of merit only
5 and shall be awarded to employees as recognition for satisfactory
6 service. The promotion or increase in grade shall remain in the sole
7 discretion of the City Council and shall only be considered upon
8 receiving a recommendation from a Department Head or the City
9 Administrator which would support recognition by the City Council of
10 the services performed by the employees.

11 **d. Effective Date of Promotions.**

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

17 **e. No Reduction of Pay by Promotion.**

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

22 **f. General Wage and Salary Policy.**

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

1 circumstances.

2 **g. Compensatory Time For Travel.**

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

6 **h. Dress and Grooming Policy.**

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

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

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

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

26 **a. Certificate of Registration.**

27 Each employee serving as a Civil Engineer must possess a
28 valid Certificate of Registration as a Civil Engineer, which document

1 is issued by the California State Board for Civil and Professional
2 Engineers.

3 **b. Personal Vehicle Allowance.**

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

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

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

14 **c. Additional Hours Worked.**

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

21 **d. Dispatchers.**

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

27 / / /

28 / / /

1 **SECTION 21: LIGHT & POWER DEPARTMENT:**

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

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

7 (1) **Accountant.**

8 An Accountant in the Finance Department shall also serve as
9 the Accountant in the Light & Power Department.

10 (2) **Account Clerk.**

11 An Account Clerk in the Finance Department shall also serve
12 as the Account Clerk in the Light & Power Department.

13 b. **Personal Vehicle Allowance.**

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

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

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

24 c. **Additional Hours Worked.**

25 All employees in the Light & Power Department, except the Gas
26 Procurement Manager, Power Resource Operations Manager, Power & Gas
27 Trading Manager and Systems Manager, and any other exempt employees
28 required to work hours in addition to their regular forty (40) hour

1 work week, excluding any time off during such week, shall be
2 compensated for such additional hours worked at an overtime rate.

3 **SECTION 22: FIRE DEPARTMENT:**

4 **a. Fire Science Certificate.**

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

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

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

14 **b. Overtime.**

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

19 (1) **Disasters.**

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

22 (2) **Extraordinary Circumstances.**

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

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

26 Eligible 10-hour Fire Department personnel shall be paid for
27 such additional work at an overtime rate.

28 / / /

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

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

5 **e. Uniform Allowance.**

6 The City shall provide a uniform allowance as specified in
7 Schedule IV, Exhibit "D," for the 2006-2007 fiscal year of the City,
8 for the purchase of Uniforms and related equipment.

9 **f. Personal Vehicle Allowance.**

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

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

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

20 **g. Merit Step.**

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

1 **h. Haz Mat Pay.**

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

8 **i. Incentive Compensation.**

9 Assistant Fire Chief and Administrative Captain shall receive
10 incentive pay of five percent (5%) of the employee's base monthly
11 salary, excluding all other compensation.

12 **SECTION 23: POLICE DEPARTMENT:**

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

14 (1) MOU.

15 For purposes of this resolution, all of the provisions in
16 the MOU dated March 1, 1988, adopted by the City Council of the City of
17 Vernon on March 15, 1988, pursuant to Resolution No. 5489, as extended
18 by a Side-Letter Agreement effective October 6, 1991, approved by the
19 City Council of the City of Vernon on January 21, 1992, pursuant to
20 Resolution No. 6001, the Second Side-Letter Agreement approved by the
21 City Council of the City of Vernon on October 5, 1993, pursuant to
22 Resolution No. 6258, the Third Side-Letter Agreement approved by the
23 City Council of the City of Vernon on July 11, 1995, pursuant to
24 Resolution No. 6656, the Fourth Side-Letter Agreement, approved by the
25 City Council of the City of Vernon on September 2, 1997, pursuant to
26 Resolution 7009, the Fifth Side-Letter Agreement, approved by the City
27 Council of the City of Vernon on September 5, 2001, pursuant to
28 Resolution No. 7825, and the Amendment to the Fifth Side-Letter

1 Agreement, approved by the City Council of the City of Vernon on
2 March 6, 2002, pursuant to Resolution No. 7920, are referenced herein
3 as though fully set forth at length.

4 (2) **Overtime.**

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

9 (a) **Disasters.**

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

12 (b) **Extraordinary Circumstances.**

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

15 (3) **Court Appearances.**

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

20 (a) **Court Day Defined.**

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

26 (4) **Standby Status.**

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

1 (5) **Payment of Incentive Compensation Peace**
2 **Officers' Standard Training Certificate**

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

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

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

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

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

15 (c) **Incentive Compensation.**

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

21 (6) **Field Training Officers.**

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

1 assignment shall be revoked at any time without recourse to the
2 disciplinary procedure.

3 (7) Uniform Allowance.

4 Vernon shall provide a uniform allowance as specified in
5 Schedule IV, Exhibit "D," for the 2006-2007 fiscal year of Vernon, for
6 the purchase of Uniform and related equipment.

7 (8) Merit Steps.

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

13 (9) Anniversary Date.

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

23 (10) Detective Assignment.

24 In the event a Police Officer or a Sergeant is assigned to
25 the detective division, he/she shall receive premium pay equal to One
26 Hundred Seventy-Five Dollars (\$175.00) per month and the premium pay
27 shall not be considered to be part of the employee's base monthly
28 salary when computing peace officers standards and training certificate

1 incentives. However, only one (1) Detective Sergeant, whose duties are
2 to investigate criminal activity, shall be eligible for said One
3 Hundred Seventy-Five Dollars (\$175.00) premium pay.

4 (11) Police Personnel Code 7.

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

16 (12) 4/10 Plan.

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

23 (13) 3/12 Plan.

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

27 / / /

28 / / /

1 (14) Tuition Reimbursement.

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

9 b. **POLICE MANAGEMENT EMPLOYEES.**

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

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

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

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

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

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

23 (c) **Incentive Compensation.**

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

1 (2) **Personal Vehicle Allowance.**

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

7 (a) **Responsibility for Upkeep of Vehicle.**

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

12 (3) **Merit Steps.**

13 Promotions or salary increases to higher grades are merit
14 steps only and shall be available to employees as recognition and
15 reward for satisfactory service after one (1) year in service at
16 present grade. The promotion or salary increase to said higher grade
17 shall remain in the sole discretion of the City Council and shall be
18 effective not earlier than the first day of the biweekly pay period
19 following the completion of satisfactory service and the authorization
20 of said promotion, unless otherwise authorized by the City
21 Administrator.

22 (4) **4/10 and 9/80 Plan.**

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

25 (5) **Tuition Reimbursement.**

26 All employees shall be entitled to receive at the City
27 Council's sole discretion the same benefit under the educational
28 assistance program as is provided for miscellaneous city employees.

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

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

5 a. City Attorney Compensation

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

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

9 a. PERS Long-Term Health Care Benefit.

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

17 b. Ethics Training Course.

18 Councilmembers and all local agency officials are required to
19 attend a state-approved, two-hour ethics training course by January 1,
20 2007, and every two years thereafter, pursuant to California Government
21 Code § 53235.

22 c. Medical and Dental Expenses.

23 One hundred percent (100%) of all medical and dental expenses
24 to be paid or reimbursed by the City after insurance has paid. In
25 addition, upon retirement and with at least twenty-five (25) years of
26 continuous uninterrupted service, (i) the City will pay the insurance
27 premium for the City's medical and dental insurance program for the
28 City Councilmembers as well as their spouses and (ii) the City will

1 continue to pay one hundred percent (100%) of all medical and dental
2 expenses after insurance has paid. The City shall pay or reimburse all
3 other medical-related health, vision and dental costs not reimbursed by
4 the City's insurance program or Medicare for the City Councilmembers
5 and their dependents.

6 **d. Longevity Program.**

7 City Councilmembers shall be provided the following:

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

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

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

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

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

25 All eligible Councilmembers who have fifteen (15) years of
26 consecutive uninterrupted service on or before July 1, 2001, shall
27 receive an additional fifteen percent (15%) per month of their base
28 salary upon reaching their 15th anniversary date and every year

1 thereafter shall be entitled to said fifteen percent (15%) per month
2 upon reaching said anniversary date until reaching the next eligible
3 level of service.

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

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

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

13 The members of the City Council shall be eligible upon
14 reaching twenty-five (25) years of consecutive uninterrupted service
15 after September 8, 2000, to receive an additional twenty-five percent
16 (25%) of their base salary per month upon reaching their 25th
17 anniversary date and shall be entitled to said twenty-five percent
18 (25%) per month upon said anniversary date and every year thereafter.

19 e. **Compensation.**

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

24 (1) **Expense Reimbursement.**

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

28 / / /

1 (2) **Attendance Allowance.**

2 (a) To each Council member a per meeting
3 attendance allowance for the following meetings and/or other required
4 or miscellaneous meetings or negotiations when the Council member
5 devotes two (2) hours or less, including travel time for said meetings,
6 shall be paid as follows:

7

8 <u>Name of Committees, Commissions,</u>	9 <u>Amount Per Meeting</u>
10 Personnel Committee	\$ 50.00
11 Finance Committee	\$100.00
12 Disbursement Review Subcommittee	\$100.00
13 Police/Fire Commission	\$ 50.00
14 Redevelopment Agency - not to 15 exceed 4 meetings per month	\$ 30.00
16 Industrial Development Authority	\$ 50.00
17 Board Meetings of Water 18 Replenishment District of Southern 19 California	\$100.00
20 Board Meetings of Central Basin 21 Municipal Water District	\$100.00
22 Board Meetings of the Vernon 23 Historical Preservation Society	\$50.00
24 Committee Meetings of the Public 25 Benefits Resource Committee	\$100.00

26 (b) To each Councilmember a per meeting attendance
27 allowance for all other miscellaneous meetings or negotiations and any
28 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:

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

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

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

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

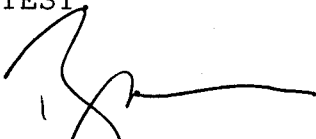
10 **SECTION 27: Certification of Passage.**

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

14 APPROVED AND ADOPTED this 28th day of June, 2006.

15
16 
17 LEONIS C. MALBURG, Mayor

17 ATTEST:

18 
19
20 BRUCE V. MALKENHORST, JR.
21 Acting City Clerk

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

4 I, BRUCE V. MALKENHORST, JR., Acting City Clerk of the City of
5 Vernon, do hereby certify that the foregoing Resolution, being
6 Resolution No. 9089, was duly adopted by the City Council of the City
7 of Vernon at a special meeting of the City Council duly held on
8 Wednesday, June 28, 2006, and thereafter was duly signed by the Mayor
9 of the City of Vernon.



10
11 _____
12 BRUCE V. MALKENHORST, JR.
13 Acting City Clerk

14 (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

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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EXHIBIT

B

SCHEDULE II

0.035

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES & WATER - 2100	STEP 1	13,428.00
	2	12,728.00
	3	12,064.00
	4	11,435.00
	5	10,839.00
	6	10,274.00
	7	9,738.00
	8	9,230.00
PRINCIPAL CIVIL ENGINEER - 2210	STEP 1	10,136.00
	2	9,608.00
	3	9,107.00
	4	8,632.00
	5	8,182.00
	6	7,755.00
	7	7,351.00
	8	6,968.00
CIVIL ENGINEER - 2110 WATER OPERATIONS SUPERVISOR - 2160 CHIEF CODE INSPECTOR - 2140	STEP 1	8,732.00
	2	8,277.00
	3	7,845.00
	4	7,436.00
	5	7,048.00
	6	6,681.00
	7	6,333.00
	8	6,003.00
PROJECT ENGINEER - 2130 SENIOR ELECTRICAL INSPECTOR - 4420 PLAN CHECKER - 2190	STEP 1	7,809.00
	2	7,402.00
	3	7,016.00
	4	6,650.00
	5	6,303.00
	6	5,974.00
	7	5,663.00
	8	5,368.00
FOREMAN - 2170	STEP 1	6,821.00
	2	6,465.00
	3	6,128.00
	4	5,809.00
	5	5,506.00
	6	5,219.00
	7	4,947.00
	8	4,689.00

SCHEDULE II
EXHIBIT "B" PAGE 1

07/01/06

EX. 76 - 55

CalPERS043770

SCHEDULE II

0.035

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

MONTHLY SALARY

ENGINEERING ASSOCIATE - 2120	STEP1	6,638.00
MECHANICAL & PLUMBING INSPECTOR - 2800	2	6,292.00
ELECTRICAL INSPECTOR - 2900	3	5,964.00
CODE INSPECTOR - 2150	4	5,653.00
BUILDING INSPECTOR - 2190	5	5,358.00
	6	5,079.00
	7	4,814.00
	8	4,563.00
UTILITYMAN I - 2290	STEP 1	5,957.00
DEPARTMENT SECRETARY - 4700	2	5,646.00
ENGINEERING ASSISTANT - 2180	3	5,352.00
PLANNING ASSISTANT - 2330	4	5,073.00
CODE ENFORCEMENT INSPECTOR - 4460	5	4,809.00
	6	4,558.00
	7	4,320.00
	8	4,095.00
UTILITYMAN II - 2310	STEP 1	4,808.00
SR ADMINISTRATIVE ASST - 4520	2	4,557.00
ENGINEERING AIDE - 2300	3	4,319.00
	4	4,094.00
	5	3,881.00
	6	3,679.00
	7	3,487.00
	8	3,305.00
	9	3,133.00
DEPUTY DIRECTOR OF COMMUNITY SERVICES & WATER - 2102	STEP 1	11,270.00
	2	10,682.00
	3	10,125.00
	4	9,597.00
	5	9,097.00
	6	8,623.00
	7	8,173.00
	8	7,747.00

SCHEDULE II
EXHIBIT "B" PAGE 2

7/01/06

EX. 76 - 56

CalPERS043771

SCHEDULE II

0.035

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

MONTHLY SALARY

LEAD METER READER - 5206

STEP 1	4,552.00
2	4,315.00
3	4,090.00
4	3,877.00
5	3,675.00
6	3,483.00
7	3,301.00
8	3,129.00
9	2,966.00
10	2,811.00

METER READER - 5205

STEP 1	4,448.00
2	4,216.00
3	3,996.00
4	3,788.00
5	3,591.00
6	3,404.00
7	3,227.00
8	3,059.00

SCHEDULE II

0.035

DEPARTMENT OF COMMUNITY SERVICES & WATER
SALARY SCALE

		MONTHLY SALARY
UTILITY MAN III - 2340 ENGINEERING AIDE III - 2390	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00
	8	2,668.00
UTILITYMAN IV - 2380	STEP 1	3,134.00
	2	2,971.00
	3	2,816.00
	4	2,669.00
	5	2,530.00
	6	2,398.00
	7	2,273.00
	8	2,155.00
ADMINISTRATIVE ASST - 4280	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00
	8	2,668.00
	9	2,529.00
	10	2,397.00
APPRENTICE MECHANIC - 2660	STEP 1	2,957.00
	2	2,803.00
	3	2,657.00
	4	2,518.00
	5	2,387.00
	6	2,263.00
	7	2,145.00
	8	2,033.00

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

0.035

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF L&P	STEP 1	24,000.00
POWER RESOURCE OPERATIONS MGR - 4075 ENGINEERING OPERATIONS MANAGER - 2550	STEP 1	10,271.00
GAS & POWER TRADING MANAGER - 5102	STEP 1	8,872.00
	2	8,409.00
	3	7,971.00
ELECTRICAL ENGINEER - 5301 OPERATIONS ENGINEER - 5400	STEP 1	8,732.00
	2	8,277.00
	3	7,845.00
	4	7,436.00
	5	7,048.00
	6	6,681.00
	7	6,333.00
	8	6,003.00
ASSOCIATE ENGINEER - 5302	STEP 1	7,436.00
	2	7,048.00
	3	6,681.00
	4	6,333.00
	5	6,003.00
	6	5,690.00
	7	5,393.00
	8	5,112.00
	9	4,845.00
ELECTRIC SERVICE PLANNER - 5204 ASSISTANT ENGINEER - 5312 ASSOCIATE ENERGY MGMT REP - 5317	STEP 1	6,638.00
	2	6,292.00
	3	5,964.00
	4	5,653.00
	5	5,358.00
	6	5,079.00
	7	4,814.00
	8	4,563.00

SCHEDULE II
EXHIBIT "B" PAGE 4

7/1/06

EX. 76 - 59

CalPERS043774

SCHEDULE II
 LIGHT & POWER DEPARTMENT
 SALARY SCALE

0.035
 MONTHLY SALARY

GAS & POWER PROCUREMENT MANAGER - 5304	STEP 1	10,136.00
	2	9,608.00
	3	9,107.00
	4	8,632.00
	5	8,182.00
	6	7,755.00
	7	7,351.00
FIBER-OPTIC/GAS SYSTEM MANAGER - 2250	STEP 1	9,961.00
	2	9,442.00
	3	8,950.00
	4	8,483.00
	5	8,041.00
	6	7,622.00
	7	7,225.00
	8	6,848.00
GAS SYSTEMS SUPERINTENDENT - 5101	STEP 1	7,196.00
	2	6,821.00
	3	6,465.00
	4	6,128.00
	5	5,809.00
	6	5,506.00
	7	5,219.00
RESOURCE SCHEDULER - 5308	STEP 1	7,096.00
	2	6,726.00
	3	6,375.00
	4	6,043.00
	5	5,728.00
	6	5,429.00
	7	5,146.00
	8	4,878.00
	9	4,624.00
ASSOCIATE RESOURCE SCHEDULER - 5102	STEP 1	6,128.00
	2	5,809.00
	3	5,506.00
	4	5,219.00
	5	4,947.00
	6	4,689.00
	7	4,445.00
	8	4,213.00
ELECTRIC SERVICE PLANNER TRAINEE - 5207	STEP 1	3,780.00

SCHEDULE II

0.035

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

SENIOR ELECTRONICS TECHNICIAN - 5315 SENIOR ELECTRIC SERVICE PLANNER - 5316	STEP 1	7,883.00
	2	7,472.00
	3	7,082.00
	4	6,713.00
	5	6,363.00
	6	6,031.00
	7	5,717.00
	8	5,419.00
ELECTRONICS TECHNICIAN - 5111	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
COMPUTER AIDED DRAFTING TECHNICIAN - 5305	STEP 1	5,074.00
	2	4,809.00
	3	4,558.00
	4	4,320.00
	5	4,095.00
	6	3,882.00
	7	3,680.00
	8	3,488.00
	9	3,306.00
UTILITYMAN II - 2310 SR ADMINISTRATIVE ASST - 4520	STEP 1	4,808.00
	2	4,557.00
	3	4,319.00
	4	4,094.00
	5	3,881.00
	6	3,679.00
	7	3,487.00
	8	3,305.00
	9	3,133.00
UTILITYMAN I - 2290	STEP 1	5,957.00
	2	5,646.00
	3	5,352.00
	4	5,073.00
	5	4,809.00
	6	4,558.00
	7	4,320.00
	8	4,095.00

SCHEDULE II
EXHIBIT "B" PAGE 6

7/01/06

EX. 76 - 61

CalPERS043776

SCHEDULE II

0.035

LIGHT & POWER DEPARTMENT SALARY SCALE

MONTHLY SALARY

FIELD SUPERVISOR - 6101	STEP 1	6,465.00
	2	6,128.00
	3	5,809.00
	4	5,506.00
	5	5,219.00
	6	4,947.00
	7	4,689.00
	8	4,445.00
METER & REGULATOR TECH - 6102	STEP 1	5,834.00
	2	5,530.00
	3	5,242.00
	4	4,969.00
	5	4,710.00
	6	4,464.00
	7	4,231.00
	8	4,010.00
CONSTRUCTION TECH - 6103	STEP 1	4,809.00
	2	4,558.00
	3	4,320.00
	4	4,095.00
	5	3,882.00
	6	3,680.00
	7	3,488.00
	8	3,306.00
CONTROLS TECHNICIAN - 5112	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
	8	4,013.00
GENERATIONS COORDINATOR - 5210	STEP 1	8,331.00
	2	7,897.00
	3	7,485.00
	4	7,095.00
	5	6,725.00
	6	6,374.00
	7	6,042.00
	8	5,727.00

SCHEDULE II
EXHIBIT "B" PAGE 6A

7/01/06

EX. 76 - 62

CalPERS043777

SCHEDULE II

0.035

LIGHT & POWER DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SYSTEMS MANAGER - 5200	STEP 1	8,663.00
	2	8,211.00
	3	7,783.00
	4	7,377.00
	5	6,992.00
	6	6,627.00
	7	6,282.00
	8	5,955.00
SYSTEMS SUPERVISOR - 5201	STEP 1	7,592.00
	2	7,196.00
	3	6,821.00
	4	6,465.00
	5	6,128.00
	6	5,809.00
	7	5,506.00
	8	5,219.00
SYSTEMS COORDINATOR I - 5202	STEP 1	7,096.00
	2	6,726.00
	3	6,375.00
	4	6,043.00
	5	5,728.00
	6	5,429.00
	7	5,146.00
	8	4,878.00
	9	4,624.00
FIELD CREW - 5250	STEP 1	5,246.00
SUBSTATION TECHNICIAN - 5212	2	4,973.00
	3	4,714.00
	4	4,468.00
	5	4,235.00
	6	4,014.00
	7	3,805.00
	8	3,607.00
SYSTEMS COORDINATOR TRAINEE -5203	STEP 1	3,067.00

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

0.035

FIRE DEPARTMENT SALARY SCALE

MONTHLY SALARY

BATTALION CHIEF - 6120	STEP 1	8,661.00
ADMINISTRATIVE BATTALION CHIEF - 6220	2	8,209.00
	3	7,781.00
	4	7,375.00
	5	6,991.00
	6	6,627.00
	7	6,282.00
CAPTAIN - 6130	STEP 1	7,197.00
ADMINISTRATIVE CAPTAIN - 6230	2	6,822.00
	3	6,466.00
	4	6,129.00
	5	5,809.00
	6	5,506.00
	7	5,219.00
ENGINEER - 6150	STEP 1	6,042.00
ADMINISTRATIVE ENGINEER - 6250	2	5,727.00
	3	5,428.00
	4	5,145.00
	5	4,877.00
	6	4,623.00
	7	4,382.00
FIREFIGHTER - 6180	STEP 1	5,156.00
ADMINISTRATIVE FIREFIGHTER - 6280	2	4,887.00
	3	4,632.00
	4	4,391.00
	5	4,162.00
	6	3,945.00
	7	3,739.00

FIRE DEPARTMENT PERSONNEL HIRED PRIOR TO 1986

SCHEDULE II
EXHIBIT "B" PAGE 8

07/01/06

EX. 76 - 64

CalPERS043779

SCHEDULE II

0.035

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP 1	11,280.00
	2	10,692.00
	3	10,135.00
	4	9,607.00
	5	9,106.00
	6	8,631.00
	7	8,181.00
ASSISTANT FIRE CHIEF - 1220	STEP 1	8,659.00
	2	8,208.00
	3	7,780.00
	4	7,374.00
	5	6,990.00
	6	6,626.00
	7	6,281.00
BATTALION CHIEF - 1120	STEP 1	8,246.00
	2	7,816.00
	3	7,409.00
	4	7,023.00
	5	6,657.00
	6	6,310.00
	7	5,981.00
CAPTAIN - 1130 ADMINISTRATIVE CAPTAIN - 1230	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
ENGINEER - 1150 ADMINISTRATIVE ENGINEER - 1250	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
FIREFIGHTER - 1180 ADMINISTRATIVE FIREFIGHTER - 1280	STEP 1	4,909.00
	2	4,653.00
	3	4,410.00
	4	4,180.00
	5	3,962.00
	6	3,755.00
	7	3,559.00

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

SCHEDULE II
EXHIBIT "B" PAGE 9

07/01/06

EX. 76 - 65

CalPERS043780

SCHEDULE II

0.035

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP 1	11,280.00
	2	10,692.00
	3	10,135.00
	4	9,607.00
	5	9,106.00
	6	8,631.00
	7	8,181.00
BATTALION CHIEF - 7120 ADMINISTRATIVE BATTALION CHIEF - 7220	STEP 1	8,246.00
	2	7,816.00
	3	7,409.00
	4	7,023.00
	5	6,657.00
	6	6,310.00
	7	5,981.00
CAPTAIN - 7130 ADMINISTRATIVE CAPTAIN - 7230	STEP 1	7,022.00
	2	6,656.00
	3	6,309.00
	4	5,980.00
	5	5,668.00
	6	5,373.00
	7	5,093.00
ENGINEER - 7150 ADMINISTRATIVE ENGINEER - 7250	STEP 1	5,895.00
	2	5,588.00
	3	5,297.00
	4	5,021.00
	5	4,759.00
	6	4,511.00
	7	4,276.00
FIREFIGHTER - 7180 ADMINISTRATIVE FIREFIGHTER - 7280	STEP 1	5,027.00
	2	4,765.00
	3	4,517.00
	4	4,282.00
	5	4,059.00
	6	3,847.00
	7	3,646.00

FIRE DEPARTMENT PERSONNEL HIRED AFTER JULY 1, 1994

SCHEDULE II
EXHIBIT "B" PAGE 9a

07/01/06

SCHEDULE II

0.035

FIRE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
SR ADMINISTRATIVE ASST - 4520	STEP 1	4,808.00
	2	4,557.00
	3	4,319.00
	4	4,094.00
	5	3,881.00
	6	3,679.00
	7	3,487.00
	8	3,305.00
	9	3,133.00
ADMINISTRATIVE ASST - 4280	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00
	8	2,668.00
	9	2,529.00
	10	2,397.00

SCHEDULE II
EXHIBIT "B" PAGE 10

07/01/06

EX. 76 - 67

CalPERS043782

SCHEDULE II

0.035

POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CHIEF - 3100	STEP 1	11,637.00
	2	11,030.00
	3	10,455.00
	4	9,910.00
	5	9,393.00
	6	8,903.00
	7	8,439.00
CAPTAIN - 3110	STEP 1	9,281.00
	2	8,797.00
	3	8,338.00
	4	7,903.00
	5	7,491.00
	6	7,100.00
	7	6,730.00
LIEUTENANT - 3120	STEP 1	7,841.00
	2	7,432.00
	3	7,045.00
	4	6,678.00
	5	6,330.00
	6	6,000.00
	7	5,687.00
RECORDS MANAGER - 4270	STEP 1	6,529.00
	2	6,189.00
	3	5,866.00
	4	5,560.00
	5	5,270.00
	6	4,995.00
	7	4,735.00
DEPARTMENT SECRETARY - 4700	STEP 1	5,957.00
	2	5,646.00
	3	5,352.00
	4	5,073.00
	5	4,809.00
	6	4,558.00
	7	4,320.00
	8	4,095.00
ASSISTANT RECORDS MANAGER - 4271	STEP 1	4,808.00
	2	4,557.00
	3	4,319.00
	4	4,094.00
	5	3,881.00
	6	3,679.00
	7	3,487.00
	8	3,305.00
	9	3,133.00

SCHEDULE II

POLICE DEPARTMENT SALARY SCALE

		MONTHLY SALARY
RECORDS CLERK - 3160 ADMINISTRATIVE ASSISTANT - 4280	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00
	8	2,668.00
	9	2,529.00
	10	2,397.00
CIVILIAN COURT OFFICER - 4370	STEP 1	4,633.00
	2	4,391.00
	3	4,162.00
	4	3,945.00
	5	3,739.00
	6	3,544.00
	7	3,359.00
	8	3,184.00
VERNON SERVICE OFFICER - 4300	STEP 1	3,790.00
	2	3,592.00
	3	3,405.00
	4	3,227.00
	5	3,059.00
	6	2,900.00
	7	2,749.00
	8	2,606.00
POLICE CADET - 3180	STEP 1	2,991.00
	2	2,835.00
	3	2,687.00
	4	2,547.00
	5	2,414.00
	6	2,288.00
	7	2,169.00
	8	2,056.00
SERGEANTS - 3130	STEP 1	6,491.00
	2	6,153.00
	3	5,832.00
	4	5,528.00
	5	5,240.00
	6	4,967.00
POLICE OFFICER - 3340	STEP 1	5,459.00
	2	5,174.00
	3	4,904.00
	4	4,648.00
	5	4,406.00
	6	4,176.00

SCHEDULE II

0.035

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
CITY CLERK - 9851	STEP 1	8,151.00
DIRECTOR OF ENVIRONMENTAL HEALTH - 4310	STEP 1	11,371.00
	2	10,778.00
	3	10,216.00
	4	9,683.00
	5	9,178.00
	6	8,700.00
	7	8,246.00
CHIEF DEPUTY DIRECTOR ENVIRONMENTAL HEALTH - 4320	STEP 1	9,212.00
	2	8,732.00
	3	8,277.00
	4	7,845.00
	5	7,436.00
	6	7,048.00
	7	6,681.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	8,276.00
	2	7,845.00
	3	7,436.00
	4	7,048.00
	5	6,681.00
	6	6,333.00
	7	6,003.00
SPECIAL ASST TO THE CITY ADMIN - 4050	STEP 1	7,668.00
SR PERSONNEL ASST/ PURCHASING AGENT - 4120	STEP 1	8,151.00
CITY TREASURER - 4330	STEP 1	8,151.00
LEGAL COUNSEL - 9700	STEP 1	25,875.00

SCHEDULE II
EXHIBIT "B" PAGE 13

07/01/06

EX. 76 - 70

CalPERS043785

SCHEDULE II

0.035

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
DEPUTY CITY CLERK - 4190	STEP 1	5,866.00
	2	5,560.00
	3	5,270.00
	4	4,995.00
	5	4,735.00
	6	4,488.00
	7	4,254.00
	8	4,032.00
ADMINISTRATIVE AIDE II - 4140 SECRETARY TO CITY COUNCIL - 4150	STEP 1	5,281.00
	2	5,006.00
	3	4,745.00
	4	4,498.00
	5	4,264.00
	6	4,042.00
	7	3,831.00
	8	3,631.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	6,995.00
	2	6,630.00
	3	6,284.00
	4	5,956.00
	5	5,645.00
	6	5,351.00
	7	5,072.00
	8	4,808.00
DEPARTMENT SECRETARY - 4700	STEP 1	5,957.00
	2	5,646.00
	3	5,352.00
	4	5,073.00
	5	4,809.00
	6	4,558.00
	7	4,320.00
	8	4,095.00
RESOURCE ENGINEER - 5309	STEP 1	8,732.00
	2	8,277.00
	3	7,845.00
	4	7,436.00
	5	7,048.00
	6	6,681.00
	7	6,333.00
	8	6,003.00

SCHEDULE II
EXHIBIT "B" PAGE 14

07/01/06

EX. 76 - 71

CalPERS043786

SCHEDULE II

0.035

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

MONTHLY SALARY

PURCHASING ASSISTANT - 4910	STEP 1	4,808.00
SENIOR DISPATCHER(COMMUNICATIONS) - 4600	2	4,557.00
SENIOR ACCOUNT CLERK - 4202	3	4,319.00
SR ADMINISTRATIVE ASST - 4520	4	4,094.00
PAYROLL CLERK - 4180	5	3,881.00
	6	3,679.00
	7	3,487.00
	8	3,305.00
	9	3,133.00
ADMINISTRATIVE AIDE I - 4900	1	4,262.00
	2	4,040.00
	3	3,829.00
	4	3,629.00
	5	3,440.00
	6	3,261.00
	7	3,091.00
	8	2,930.00
	9	2,777.00
ENVIRONMENTAL TECHNICIAN - 4350	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00
	8	2,668.00
INFORMATION TECHNOLOGY ANALYST - 4391	STEP 1	6,466.00
	2	6,129.00
	3	5,809.00
	4	5,506.00
	5	5,219.00
	6	4,947.00
	7	4,689.00
	8	4,445.00
DISPATCHER (COMMUNICATIONS) - 4500	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00

SCHEDULE II
EXHIBIT "B" PAGE 15

07/01/06

EX. 76 - 72

CalPERS043787

SCHEDULE II

0.035

CITY ADMINISTRATOR/CITY CLERK DEPARTMENT SALARY SCALE

		MONTHLY SALARY
PERSONNEL ASST - 4260	STEP 1	6,529.00
ACCOUNTANT - 4130	STEP 1	5,558.00
	2	5,268.00
	3	4,993.00
	4	4,733.00
	5	4,486.00
	6	4,252.00
	7	4,030.00
	8	3,820.00
ACCOUNT CLERK - 4230	STEP 1	4,075.00
	2	3,863.00
	3	3,662.00
	4	3,471.00
	5	3,290.00
	6	3,118.00
	7	2,955.00
	8	2,801.00
	9	2,655.00
	10	2,517.00
ADMINISTRATIVE ASSISTANT - 4280	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
	6	2,970.00
	7	2,815.00
	8	2,668.00
	9	2,529.00
	10	2,397.00
CUSTOMER SERVICE REPRESENTATIVE - 4111	STEP 1	4,552.00
	2	4,315.00
	3	4,090.00
	4	3,877.00
	5	3,675.00
	6	3,483.00
	7	3,301.00
	8	3,129.00
	9	2,966.00
	10	2,811.00
IT COORDINATOR - 4990	STEP 1	550.00
COUNCILMAN - 5000		2,249.00

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

OFFICE OF THE CITY ATTORNEY/PUBLIC PROSECUTOR

		MONTHLY SALARY
CITY ATTORNEY - 9800	STEP 1	27,500.00
CHIEF ASSISTANT CITY ATTORNEY - 9802	STEP 1	28,463.00
CHIEF DEPUTY CITY ATTORNEY/ RISK MANAGER - 9850	STEP 1	15,111.00
ASSISTANT CITY ATTORNEY - 9750	STEP 1	12,881.00

SCHEDULE II
EXHIBIT "B" PAGE 17

07/01/06

EX. 76 - 74

CalPERS043789

EXHIBIT C

SCHEDULE III
AUTOMOBILE ALLOWANCE

MONTHLY ALLOWANCE

POLICE CAPTAIN	\$480.00
POWER RESOURCE OPERATIONS MANAGER	\$420.00
ENGINEERING OPERATIONS MANAGER	\$420.00
CITY TREASURER	\$420.00
SYSTEMS MANAGER	\$300.00
SR PERSONNEL ASST/PURCHASING AGENT	\$300.00
DEPUTY CITY CLERK	\$300.00
PERSONNEL ASST	\$110.00

When authorized in advance by the Department Head, an employee using his/her personal car for City business will be reimbursed at forty-five (.45c) per mile.

SCHEDULE III
EXHIBIT "C"

7/1/06

EX. 76 - 76

CalPERS043791

EXHIBIT D

SCHEDULE IV

UNIFORM ALLOWANCE

2006-2007

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 2006-2007 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 2006.

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, 2006.

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, 2006.

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 2006-2007 OF VERNON FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

VERNON WILL PAY TO EACH VERNON POLICE DISPATCHER WHO (a) HAS SATISFACTORILY COMPLETED HIS/HER EVALUATION PERIOD, (b) IS REQUIRED BY THE VERNON POLICE DEP, TO OWN AND MAINTAIN A UNIFORM AND, (c) IS ON THE ACTIVE PAYROLL OF THE VERNON DEPARTMENT. THE UNIFORM ALLOWANCE SHALL BE THE SUM OF THREE HUNDRED DOLLARS (\$300.00) FOR THE FISCAL YEAR 2006-2007 FOR THE PURCHASE OF SUCH CLOTH AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE IV
EXHIBIT "D"

7/1/06

EX. 76 - 78

CalPERS043793

EXHIBIT E

COURT TIME PAY

POLICE DEPARTMENT

Vernon will pay to each safety member in Group 2 according to the following schedule for court-time pay, commencing September 1, 2005:

Effective September 1, 2005:

All Day Appearance	\$208.50
Half Day Appearance	\$144.00
Stand-by (all day)	\$119.00
Stand-by (1/2 day)	\$60.00

SCHEDULE V
Exhibit "E"