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2007-2008 SALARY RESOLUTION

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RESOLUTION NO. 9342

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3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 VERNON FIXING THE COMPENSATION, COSTS AND BENEFITS
5 OF ITS EMPLOYEES AS OF JULY 8, 2007, AND REPEALING
6 ALL RESOLUTIONS IN CONFLICT THEREWITH

7 WHEREAS, on June 28, 2006, the City Council of the City of
8 Vernon adopted Resolution No. 9089, as amended by Resolution Nos.
9 9106, 9120, 9129, 9142, 9167, 9181, 9207, 9215, 9227, 9238, 9252,
10 9284, 9295 and 9302, fixing the compensation, costs and benefits of
11 employees of the City of Vernon as of July 1, 2006; and

12 WHEREAS, the City Council of the City of Vernon wishes to fix
13 the compensation, costs and benefits of its employees as indicated in
14 their respective schedules as of July 8, 2007; and

15 WHEREAS, the City of Vernon has a contract with the Public
16 Employees Retirement System ("PERS") to provide retirement benefits
17 for its employees and pays the employees' total contribution; and

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

20 WHEREAS, all employees of the City of Vernon not otherwise
21 under contract serve at the will and pleasure of the City Council; and

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

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

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE

1 CITY OF VERNON AS FOLLOWS:

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

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

11 **SECTION 2: EFFECTIVE DATE.**

12 Effective July 8, 2007, there is hereby established and
13 approved compensation, costs and benefits provided for herein as set
14 forth below for employees and officers of the City of Vernon. This
15 resolution shall not affect or alter the existing compensation of any
16 officer or employee not specifically set forth herein.

17 **SECTION 3: DESIGNATION OF SCHEDULES.**

18 Officers and employees of the City of Vernon shall receive
19 compensation, costs and benefits in accordance with the formula
20 adopted herein as Schedule I, in such amounts as hereinafter set
21 forth:

22	<u>SCHEDULE NO.</u>	<u>DEPARTMENT</u>	<u>EXHIBIT</u>
23	II	CITY ADMINISTRATION	B
24	III	CITY CLERK	C
25	IV	CITY COUNCIL	D
26	V	COMMUNITY SERVICES	E
27	VI	FINANCE	F
28	VII	FIRE	G

	<u>SCHEDULE NO.</u>	<u>DEPARTMENT</u>	<u>EXHIBIT</u>
1			
2	VIII	GAS MUNICIPAL UTILITY	H
3	IX	HEALTH & ENVIRONMENTAL CONTROL	I
4	X	LIGHT & POWER	J
5	XI	OFFICE OF THE CITY ATTORNEY/PUBLIC PROSECUTOR	K
6			
7	XII	OFFICE OF THE TREASURER	L
8	XIII	PERSONNEL	M
9	XIV	POLICE	N
10	XV	RISK MANAGEMENT	O
11	XVI	WATER	P
12	XVII	TEMPORARY/MISCELLANEOUS	Q
13	XVIII	AUTOMOBILE ALLOWANCES	R
14	XIX	UNIFORM ALLOWANCES	S
15	XX	COURT APPEARANCES AND STANDBY	T

16 Said Schedules I to XX are attached to this resolution as
17 Exhibits "A" through "T," respectively, and incorporated herein by this
18 reference as though fully set forth at length.

19 Some employees serve in more than one position in more than
20 one department and therefore some positions are indicated in the
21 schedules without a salary scale.

22 **SECTION 4: PERS CONTRIBUTIONS.**

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

28 / / /

1 **SECTION 5: AUTO INSURANCE PROGRAM.**

2 The City has established an auto insurance program pursuant
3 to Resolution No. 5741. All officers, employees and police (including
4 Group 2 employees) who participate in said program effective July 8,
5 2007, will receive a contribution by the City of Thirty-Five Dollars
6 (\$35.00) per month per employee.

7 **SECTION 6: VISION CARE.**

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

12 **SECTION 7: LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED ON OR**
13 **BEFORE JUNE 30, 1994.**

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

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

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

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

27 All eligible employees who have ten (10) years of consecutive
28 uninterrupted service on or before July 1, 1987, shall receive an
additional ten percent (10%) per month of their base salary effective

1 July 1, 1987, and every year thereafter until reaching the next step.
2 Employees upon reaching their 10th anniversary date after July 1, 1987,
3 shall be entitled to said ten percent (10%) per month upon said
4 anniversary date.

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

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

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

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

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

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

1 anniversary date.

2 **f. 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 **g. Police Employees in Group 2 on or Before June 30,**
7 **1995.**

8 The longevity program described in Section 7 will also apply
9 to the police employees in Group 2 employed on or before June 30,
10 1995.

11 **h. 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 8.

18 **SECTION 8: LONGEVITY PROGRAM FOR EMPLOYEES ON OR AFTER**
19 **JULY 1, 1994.**

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

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

1 on or after July 1, 1994.

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

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

13 **SECTION 9: COMPUTATION OF PAY.**

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

21 **a. Hourly Employees.**

22 All non-exempt officers and employees except forty-eight (48)
23 hour shift Fire Department employees, shall be paid on an hourly basis.
24 The employee shall be paid the amount computed by multiplying the
25 hourly salary rate by the number of hours worked or taken as excused
26 paid leave or holiday. The total hours to be paid shall be certified
27 by the Department Head, or by an employee designated by the Department
28 Head, each pay period prior to payment. Such certification shall be in

1 a form approved by the City Administrator.

2 **b. 48-Hour Shift Fire Department Employees.**

3 Fire Department personnel who serve on a forty-eight (48)
4 hour shift would be paid a widely fluctuating amount each pay period if
5 they were paid for hours actually worked; therefore, such employees
6 shall be paid for the average number of hours in a two (2) week period,
7 one hundred and twelve (112) hours. Exceptions for leave without pay
8 hours shall be reported and deducted from the average when pay is
9 computed. The "Exception Report" shall be in a form approved by the
10 City Administrator.

11 **c. City Administrator, the Members of the City**
12 **Council, and the City Attorney.**

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

16 **SECTION 10: 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 In addition to the salaries set forth in the attached
25 schedules, certain employees serving in specified classifications shall
26 receive, when using their own motor vehicles in the service of the
27 City, an additional sum per month as provided for in Schedule XVII,
28 Exhibit Q.

1 Employees who, with Department Head approval, use their
2 personal automobile during the performance of their assigned duties
3 shall be compensated with an automobile allowance as provided for
4 herein. In the event that the automobile allowance for a particular
5 month provides less than forty-five cents (45¢) a mile reimbursement
6 or, if no automobile allowance is provided, then the employee shall
7 receive a sum equal to forty-five cents (45¢) a mile for reimbursement
8 for use of his/her personal automobile and said sum shall be based upon
9 actual miles traveled by said automobile.

10 **c. Responsibility For Upkeep of Vehicle.**

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

15 **d. Mileage Reimbursement.**

16 Whenever a Department Head certifies for reimbursement on the
17 basis of mileage, he shall submit to the City Administrator a statement
18 of the reason for paying such employee such mileage reimbursement.

19 **SECTION 11: FIRE DEPARTMENT:**

20 **a. Fire Science Certificate.**

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

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

26 All employees who hold an AA or AS Degree in Fire Science or
27 Fire Technology with completion of five (5) years of uninterrupted
28 service with the Fire Department shall receive an additional two and

1 one half percent (2 1/2%) per month of their base salary.

2 **b. Uniform Allowance.**

3 The City shall provide a uniform allowance as specified in
4 Schedule IV, Exhibit R, for the 2007-2008 fiscal year of the City, for
5 the purchase of Uniforms and related equipment.

6 **c. Haz Mat Pay.**

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

13 **d. Incentive Compensation.**

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

17 **SECTION 12: POLICE DEPARTMENT:**

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

19 (1) **MOU.**

20 For purposes of this resolution, all of the provisions in the
21 Memorandum of Understanding ("MOU") dated March 1, 1988, adopted by the
22 City Council of the City of Vernon on March 15, 1988, pursuant to
23 Resolution No. 5489, as amended, are referenced herein as though fully
24 set forth at length and Group 2 employees shall be paid in accordance
25 therewith.

26 (2) **Court Appearances and Standby Status.**

27 Employees in the classifications represented by the Police
28 Association in Group 2 shall be compensated for court appearances and

1 standby status as specified in Schedule XIX, Exhibit S.

2 (3) **Uniform Allowance.**

3 Vernon shall provide a uniform allowance as specified in
4 Schedule XVIII, Exhibit R for the 2007-2008 fiscal year of Vernon, for
5 the purchase of Uniform and related equipment.

6 b. **POLICE MANAGEMENT EMPLOYEES.**

7 (1) **Payment of Incentive Compensation Peace**
8 **Officers' Standard Training Certificate**

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

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

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

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

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

20 (c) **Incentive Compensation.**

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

26 (2) **Tuition Reimbursement.**

27 All employees shall be entitled to receive at the City
28 Council's sole discretion the same benefit under the educational

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

5 **c. UNIFORM ALLOWANCE FOR POLICE MISCELLANEOUS**
6 **EMPLOYEES.**

7 Vernon shall provide a uniform allowance as specified in
8 Schedule XVIII, Exhibit R for 2007-2008 fiscal year of Vernon for the
9 purchase of uniforms for police management employees (Police Chief,
10 Police Captain and Lieutenants), Records Personnel, Department
11 Secretary and Administrative Aide positions in the Police Department.

12 **SECTION 13: CITY COUNCIL DEPARTMENT:**

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

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

21 **b. Medical and Dental Expenses.**

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

1 expenses after insurance has paid. The City shall pay or reimburse all
2 other medical-related health, vision and dental costs not reimbursed by
3 the City's insurance program or Medicare for the City Councilmembers
4 and their dependents.

5 **c. Compensation.**

6 In accordance with Article III, Section 3.11 of the Charter
7 of the City of Vernon, the City Council hereby establishes the
8 compensation for the Councilmembers as set forth in the attached
9 schedules. Longevity and attendance allowances have been incorporated
10 into the City Councilmembers' base compensation.

11 (1) **Expense Reimbursement.**

12 Each Councilmember shall be reimbursed per month for actual
13 and necessary expenses incurred in the performance of their official
14 duties as members of the City Council based upon submittal of the
15 appropriate expense substantiation as defined in the Internal Revenue
16 Code of 1986, as amended.

17 **SECTION 14: Repeal of Certain Resolutions.**

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

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1 **SECTION 15: 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 25th day of June, 2007.

Leonis C. Malburg

Leonis C. Malburg

Name: _____
Title: Mayor / ~~Mayor Pro Tem~~

9 ATTEST:

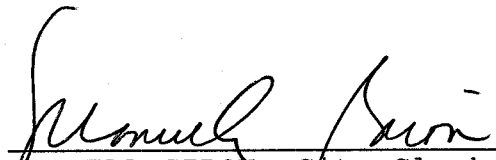
Manuela Giron

MANUELA GIRON, City Clerk

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

4 I, MANUELA GIRON, City Clerk of the City of Vernon, do hereby
5 certify that the foregoing Resolution, being Resolution No. 9342, was
6 duly adopted by the City Council of the City of Vernon at a special
7 meeting of the City Council duly held on Monday, June 25, 2007, and
8 thereafter was duly signed by the Mayor or Mayor Pro-Tem of the City of
9 Vernon.

10 
11 _____
12 MANUELA GIRON, City Clerk

13 (SEAL)

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EXHIBIT A

SCHEDULE I
COMPUTATION OF PAY

Providing for an hourly rate for all non-exempt 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: FORTY-EIGHT (48) 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.

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

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

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

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

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EXHIBIT

B

0.035

CITY ADMINISTRATION
SALARY SCALE

MONTHLY SALARY

CITY ADMINISTRATOR

ASSISTANT TO THE CITY
ADMINISTRATOR - 4010

STEP 1	6,696.00
2	6,347.00
3	6,016.00
4	5,702.00
5	5,405.00
6	5,123.00

SCHEDULE II
EXHIBIT "B"

cityadministration

EX. 78 - 24

CalPERS052469

EXHIBIT

C

CITY CLERK
SALARY SCALE

		MONTHLY SALARY
CITY CLERK - 9851	STEP 1	8,170.00
DEPUTY CITY CLERK		
RECORDS MANAGEMENT ASST -	STEP 1	5,645.00
	2	5,351.00
	3	5,072.00
	4	4,808.00
	5	4,557.00
	6	4,319.00
	7	4,094.00
	8	3,881.00
	9	3,679.00
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 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
LIBRARIAN		

SCHEDULE III
EXHIBIT "C"

cityclerk

EX. 78 - 26

CalPERS052471

EXHIBIT

D

CITY COUNCIL DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
COUNCILMAN - 5000	STEP 1	5,500.00
SECRETARY TO CITY COUNCIL		

SCHEDULE IV
EXHIBIT "D"

citycouncil

EX. 78 - 28

CalPERS052473

EXHIBIT E

COMMUNITY SERVICES DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF COMMUNITY SERVICES -2100	STEP 1	17,792.00
DEPUTY DIRECTOR OF COMMUNITY SERVICES - 2102	STEP 1	11,270.00
	2	10,682.00
	3	10,125.00
	4	9,597.00
PRINCIPAL CIVIL ENGINEER - 2210	STEP1	10,136.00
	2	9,608.00
	3	9,107.00
	4	8,632.00
	5	8,182.00
CIVIL ENGINEER - 2110	STEP 1	8,732.00
CHIEF CODE INSPECTOR - 2140	2	8,277.00
	3	7,845.00
	4	7,436.00
	5	7,048.00
PROJECT ENGINEER - 2130	STEP 1	7,809.00
SENIOR ELECTRICAL INSPECTOR - 4420	2	7,402.00
PLAN CHECKER - 2190	3	7,016.00
	4	6,650.00
	5	6,303.00
ENGINEERING ASSOCIATE - 2120	STEP 1	7,443.00
	2	7,055.00
	3	6,687.00
	4	6,338.00
	5	6,008.00
ENGINEERING ASSISTANT - 2180	STEP 1	6,390.00
	2	6,057.00
	3	5,741.00
	4	5,442.00
	5	5,158.00
PUBLIC WORKS AND WATER SUPERINTENDENT -	STEP 1	9,533.00
	2	9,036.00
	3	8,565.00
	4	8,118.00
	5	7,695.00

SCHEDULE V
 EXHIBIT "E"

commservices01

COMMUNITY SERVICES DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
FOREMAN - 2170	STEP 1	6,821.00
	2	6,465.00
	3	6,128.00
	4	5,809.00
	5	5,506.00
MECHANICAL & PLUMBING INSPECTOR - 2800	STEP 1	6,638.00
ELECTRICAL INSPECTOR - 2900	2	6,292.00
CODE INSPECTOR - 2150	3	5,964.00
BUILDING INSPECTOR - 2190	4	5,653.00
ASST TO DIRECTOR OF COMM SERVICES -	5	5,358.00
UTILITYMAN I - 2290	STEP1	5,957.00
DEPARTMENT SECRETARY - 4700	2	5,646.00
PLANNING ASSISTANT - 2330	3	5,352.00
CODE ENFORCEMENT INSPECTOR - 4460	4	5,073.00
	5	4,809.00
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
UTILITYMAN III - 2340	STEP 1	3,881.00
ENGINEERING AIDE - 2390	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00

SCHEDULE V
 EXHIBIT "E"

commservices02

COMMUNITY SERVICES DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
UTILITYMAN IV - 2380	STEP 1	3,134.00
	2	2,971.00
	3	2,816.00
	4	2,669.00
	5	2,530.00
ST 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 V
EXHIBIT "E"

commservice03

EX. 78 - 32

CalPERS052477

FINANCE DEPARTMENT
SALARY SCALE

MONTHLY SALARY

FINANCE DIRECTOR

ADMINISTRATIVE AIDE II - 4140	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

PURCHASING ASSISTANT - 4910	STEP 1	4,808.00
SR ADMINISTRATIVE ASST - 4520	2	4,557.00
PAYROLL CLERK - 4180	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

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

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

SCHEDULE VI
 EXHIBIT "F"

finance

FIRE DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
CHIEF - 1100	STEP1	15,334.00
ASSISTANT FIRE CHIEF - 1220	STEP 1	9,416.00
	2	8,925.00
	3	8,460.00
BATTALION CHIEF - 1120	STEP 1	8,968.00
	2	8,500.00
	3	8,057.00
ADMINISTRATIVE CAPTAIN - 1230	STEP 1	7,829.00
	2	7,421.00
	3	7,034.00
CAPTAIN - 1130	STEP 1	7,456.00
	2	7,067.00
	3	6,699.00
ENGINEER - 1150	STEP 1	6,260.00
ADMINISTRATIVE ENGINEER - 1250	2	5,934.00
	3	5,625.00
FIREFIGHTER - 1180	STEP 1	5,339.00
ADMINISTRATIVE FIREFIGHTER - 1280	2	5,061.00
	3	4,797.00
	4	4,547.00

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

SCHEDULE VII
EXHIBIT "G"

fire01

EX. 78 - 36

CalPERS052481

FIRE DEPARTMENT
SALARY SCALE

MONTHLY SALARY

CHIEF - 1100	STEP 1	15,334.00
ASSISTANT FIRE CHIEF -	STEP 1	9,416.00
	2	8,925.00
	3	8,460.00
BATTALION CHIEF - 7120	STEP 1	8,968.00
	2	8,500.00
	3	8,057.00
ADMINISTRATIVE CAPTAIN - 7230	STEP 1	7,829.00
	2	7,421.00
	3	7,034.00
CAPTAIN - 7130	STEP 1	7,636.00
	2	7,238.00
	3	6,861.00
ENGINEER - 7150 ADMINISTRATIVE ENGINEER -7250	STEP 1	6,411.00
	2	6,077.00
	3	5,760.00
FIREFIGHTER -7180 ADMINISTRATIVE FIREFIGHTER -7280	STEP 1	5,467.00
	2	5,182.00
	3	4,912.00
	4	4,656.00

FIRE DEPARTMENT PERSONNEL HIRED AFTER JULY 1, 1994

SCHEDULE VII
 EXHIBIT "G"

fire02

EX. 78 - 37

CalPERS052482

FIRE DEPARTMENT
SALARY SCALE

MONTHLY SALARY

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
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

SCHEDULE VII
EXHIBIT "G"

fire03

EX. 78 - 38

CalPERS052483

GAS MUNICIPAL UTILITY DEPARTMENT
SALARY SCALE

MONTHLY SALARY

DIRECTOR OF GAS MUNICIPAL UTILITY DEPARTMENT

GAS & POWER PROCUREMENT MANAGER - 5304

GAS & POWER TRADING MANAGER - 5102

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

SCHEDULE VIII
EXHIBIT "H"

gas

EX. 78 - 40

CalPERS052485

HEALTH & ENVIRONMENTAL CONTROL DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
HEALTH OFFICER/DIRECTOR OF HEALTH & ENVIRONMENTAL CONTROL - 4310	STEP 1	15,635.00
CHIEF DEPUTY DIRECTOR OF HEALTH & ENVIRONMENTAL CONTROL - 4329	STEP 1	10,133.00
	2	9,605.00
	3	9,104.00
	4	8,629.00
	5	8,179.00
	6	7,753.00
	7	7,349.00
SENIOR ENVIRONMENTAL SPECIALIST - 4440	STEP 1	9,104.00
	2	8,629.00
	3	8,179.00
	4	7,753.00
	5	7,349.00
	6	6,966.00
	7	6,603.00
ENVIRONMENTAL SPECIALIST - 4340	STEP 1	7,695.00
	2	7,294.00
	3	6,914.00
	4	6,554.00
	5	6,212.00
	6	5,888.00
	7	5,581.00
	8	5,290.00
SR ADMINISTRATIVE ASSISTANT - 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 IX
 EXHIBIT "I"

health01

HEALTH & ENVIRONMENTAL CONTROL DEPARTMENT
SALARY SCALE

	MONTHLY SALARY
DEPARTMENT SECRETARY	5,957.00
	5,646.00
	5,352.00
	5,073.00
	4,809.00
	4,558.00
	4,320.00

SCHEDULE IX
EXHIBIT "I"

health02

LIGHT & POWER DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF L&P	STEP 1	28,750.00
ENGINEERING MANAGER - 5110	STEP 1	11,121.00
POWER RESOURCE OPERATIONS MGR - 4075 ENGINEERING OPERATIONS MANAGER - 2550	STEP 1	10,271.00
ELECTRIC RESOURCES PLANNING AND DEVELOPMENT MANAGER - 5175	STEP 1	10,136.00
	2	9,608.00
GAS & POWER PROCUREMENT MANAGER - 5304	3	9,107.00
	4	8,632.00
	5	8,182.00
	6	7,755.00
	7	7,351.00
PROJECTS CONTROL MANAGER - 5375	STEP 1	9,961.00
POWER PLANT PERFORMANCE ENGINEER - 5350	2	9,442.00
	3	8,950.00
POWER PLANT INSTRUMENT AND ELECTRICAL DISTRIBUTIVE CONTROL SYSTEM ENGINEER - 5325	4	8,483.00
	5	8,041.00
(I & E/DCS ENGINEER)	6	7,622.00
	7	7,225.00
	8	6,848.00
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

SCHEDULE X
EXHIBIT "J"

lightandpower01

EX. 78 - 45

CalPERS052490

LIGHT & POWER DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
ELECTRIC SERVICE PLANNER - 5204	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
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 - 5318	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
DOCUMENT CONTROL SPECIALIST - 4525	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
DOCUMENT CONTROL ASSISTANT - 4550	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 X
 EXHIBIT "J"

lightandpower02

LIGHT & POWER DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
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
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
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
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

SCHEDULE X
EXHIBIT "J"

lightandpower03

EX. 78 - 47

CalPERS052492

LIGHT & POWER DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
TRANSMISSION & DISTRIBUTION MANAGER - 5220	STEP 1	11,121.00
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
ELECTRIC SERVICE PLANNER TRAINEE - 5207	STEP 1	3,780.00
SYSTEMS COORDINATOR TRAINEE - 5203	STEP 1	3,067.00
ADMINISTRATIVE ASST TO ENGINEERING MANAGER -	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
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

SCHEDULE X
 EXHIBIT "J"

lightandpower04

OFFICE OF THE CITY ATTORNEY/PUBLIC PROSECUTOR
SALARY SCALE

		MONTHLY SALARY
CITY ATTORNEY - 9800	STEP 1	28,463.00
ASSISTANT CITY ATTORNEY I - 9802	STEP 1	27,500.00
ASSISTANT CITY ATTORNEY II - 9750	STEP 1	21,032.00
CHIEF DEPUTY CITY ATTORNEY - 9850	STEP 1	18,889.00
LEGAL SERVICES ADMINISTRATIVE SECRETARY - 4125	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
	8	4,624.00
LEGAL ADMINISTRATIVE ASSISTANT - 4175	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 XI
EXHIBIT "K"

cityattorney

OFFICE OF THE TREASURER
SALARY SCALE

		MONTHLY SALARY
CITY TREASURER - 4330	STEP 1	11,356.00
SENIOR ACCOUNTANT -	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
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

SCHEDULE XII
EXHIBIT "L"

treasurer

EX. 78 - 52

CalPERS052497

PERSONNEL DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
DIRECTOR OF PERSONNEL - 4120	STEP 1	11,356.00
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

SCHEDULE XIII
EXHIBIT "M"

personnel

EX. 78 - 54

CalPERS052499

POLICE DEPARTMENT
SALARY SCALE

MONTHLY SALARY

CHIEF - 3100	STEP 1	14,983.00
CAPTAIN - 3110	STEP 1	10,294.00
	2	9,757.00
	3	9,248.00
	4	8,766.00
	5	8,309.00
LIEUTENANT - 3120	STEP 1	8,953.00
	2	8,486.00
	3	8,044.00
	4	7,625.00
	5	7,227.00
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 XIV
 EXHIBIT "N"

police01

EX. 78 - 56

CalPERS052501

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
SERGEANTS - 3130	STEP 1	7,086.00
	2	6,717.00
	3	6,367.00
	4	6,035.00
	5	5,720.00
	6	5,422.00
POLICE OFFICER - 3340	STEP 1	5,961.00
	2	5,650.00
	3	5,355.00
	4	5,076.00
	5	4,811.00
	6	4,560.00

SCHEDULE XIV
 EXHIBIT "N"

police02

EX. 78 - 57

CalPERS052502

POLICE DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
SENIOR DISPATCHER - 4600	STEP 1	5,556.00
	2	5,266.00
	3	4,991.00
	4	4,731.00
	5	4,484.00
DISPATCHER - 4500	STEP 1	4,166.00
	2	3,949.00
	3	3,743.00
	4	3,548.00
	5	3,363.00
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

SCHEDULE XIV
EXHIBIT "N"

police03

EX. 78 - 58

CalPERS052503

RISK MANAGEMENT
SALARY SCALE

MONTHLY SALARY

RISK MANAGER

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 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

SCHEDULE XV
EXHIBIT "O"

riskmanagement

EX. 78 - 60

CalPERS052505

0.035

WATER DEPARTMENT
SALARY SCALE

MONTHLY SALARY

DIRECTOR OF WATER DEPARTMENT

DEPUTY DIRECTOR OF WATER DEPARTMENT

PUBLIC WORKS AND WATER
SUPERINTENDENT -

STEP 1	9,533.00
2	9,036.00
3	8,565.00
4	8,118.00
5	7,695.00

WATER OPERATIONS SUPERVISOR - 2160

STEP 1	8,732.00
2	8,277.00
3	7,845.00
4	7,436.00
5	7,048.00

PROJECT ENGINEER - 2130

STEP 1	7,809.00
2	7,402.00
3	7,016.00
4	6,650.00
5	6,303.00

FOREMAN - 2170

STEP 1	6,821.00
2	6,465.00
3	6,128.00
4	5,809.00
5	5,506.00

DEPARTMENT SECRETARY - 4700
UTILITYMAN I - 2290

STEP 1	5,957.00
2	5,646.00
3	5,352.00
4	5,073.00
5	4,809.00

UTILITYMAN II - 2310

STEP 1	4,808.00
2	4,557.00
3	4,319.00
4	4,094.00
5	3,881.00

SCHEDULE XVI
EXHIBIT "P"

water01

EX. 78 - 62

CalPERS052507

WATER DEPARTMENT
SALARY SCALE

		MONTHLY SALARY
UTILITYMAN III - 2340	STEP 1	3,881.00
	2	3,679.00
	3	3,487.00
	4	3,305.00
	5	3,133.00
UTILITYMAN IV - 2380	STEP 1	3,134.00
	2	2,971.00
	3	2,816.00
	4	2,669.00
	5	2,530.00
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
LEAD METER READER - 5206	STEP 1	4,802.00
	2	4,552.00
	3	4,315.00
	4	4,090.00
	5	3,877.00
METER READER - 5205	STEP 1	4,448.00
	2	4,216.00
	3	3,996.00
	4	3,788.00
	5	3,591.00

SCHEDULE XVI
EXHIBIT "P"

water02

EX. 78 - 63

CalPERS052508

TEMPORARY/MISCELLANEOUS
SALARY SCALE

A SALARY OF THE STATE OF CALIFORNIA MINIMUM HOURLY WAGE OR FEDERAL MINIMUM HOURLY WAGE, WHICHEVER IS HIGHER, UP TO \$50.00 PER HOUR IS HEREBY ESTABLISHED AND THE TEMPORARY/MISCELLANEOUS EMPLOYEES SHALL BE ASSIGNED AN APPROPRIATE SALARY BY THE CITY COUNCIL WITHIN SAID RANGE.

SCHEDULE XVII
EXHIBIT "Q"

AUTOMOBILE ALLOWANCES

	MONTHLY ALLOWANCE
POLICE CAPTAIN	\$480.00
SENIOR ACCOUNTANT	\$125.00

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 XVIII
EXHIBIT "R"

EX. 78 - 67

CalPERS052512

UNIFORM ALLOWANCE

2007-2008

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 SEVEN HUNDRED TWENTY-FIVE DOLLARS (\$725.00) FOR THE 2007-2008 FISCAL YEAR FOR THE PURCHASE OF UNIFORMS AND RELATED EQUIPMENT ON THE FIRST PAY CHECK OF AUGUST 2007.

POLICE DEPARTMENT

VERNON WILL PAY TO ALL SWORN POLICE MANAGEMENT PERSONNEL, POLICE OFFICERS AND SERGEANT WHO HAVE 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, 2007.

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, 2007.

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 FOUR HUNDRED DOLLARS (\$400.00) FOR THE FISCAL YEAR 2007-2008 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 DEPARTMENT TO OWN AND MAINTAIN A UNIFORM AND, (c) IS ON THE ACTIVE PAYROLL OF THE VERNON POLICE DEPARTMENT THE SUM OF FOUR HUNDRED (\$400.00) FOR THE FISCAL YEAR 2006-2007 FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

VERNON WILL PAY TO EACH VERNON POLICE RECORDS PERSONNEL, ADMINISTRATIVE AIDE, AND POLICE DEPARTMENT SECRETARY WHO (a) HAS SATISFACTORILY COMPLETED HIS/HER EVALUATION PERIOD, (b) IS REQUIRED BY THE VERNON POLICE DEPARTMENT TO OWN AND MAINTAIN A UNIFORM AND, (c) IS ON THE ACTIVE PAYROLL OF THE VERNON POLICE DEPARTMENT THE SUM OF FOUR HUNDRED DOLLARS (\$400.00) FOR THE FISCAL YEAR 2007-2008 FOR THE PURCHASE OF SUCH CLOTHING AND RELATED EQUIPMENT ON HIS/HER ANNIVERSARY DATE.

SCHEDULE XIX
EXHIBIT "S"

EX. 78 - 69

CalPERS052514

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, 2006:

Effective September 1, 2006:

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

SCHEDULE XX
Exhibit "T"

EX. 78 - 71

CalPERS052516