



Agenda
City of Vernon
Regular City Council Meeting
Tuesday, July 19, 2022, 9:00 AM
City Hall, Council Chamber
4305 Santa Fe Avenue
Vernon, California

Leticia Lopez, Mayor
Crystal Larios, Mayor Pro Tem
William Davis, Council Member
Judith Merlo, Council Member
Melissa Ybarra, Council Member

MEETING ATTENDANCE PROTOCOLS

Assembly Bill 361 (AB 361) authorizes public meetings to take place via teleconference because State and Local officials are recommending measure to promote social distancing. Meetings are conducted in a hybrid format that includes both in-person and Zoom public participation.

The public is encouraged to view the meeting at <https://www.cityofvernon.org/webinar-cc> or by calling (408) 638-0968, Meeting ID 879-3363-9209#. You may address the Council via Zoom or submit comments to PublicComment@cityofvernon.org with the meeting date and item number in the subject line.

CALL TO ORDER

FLAG SALUTE

ROLL CALL

APPROVAL OF THE AGENDA

PUBLIC COMMENT

At this time the public is encouraged to address the City Council on any matter that is within the subject matter jurisdiction of the City Council. The public will also be given a chance to comment on matters which are on the posted agenda during City Council deliberation on those specific matters.

PRESENTATIONS

1. City Clerk

[Recognition of Outgoing City Commission and Committee Members](#)
Recommendation:

Recognize outgoing Business and Industry Commissioners Jimmy Andreoli II and John Baca; outgoing Green Vernon Commissioner Alan Franz; and outgoing Vernon CommUNITY Fund Grant Committee Member James Chang for their dedicated service to the City of Vernon.

2. Human Resources

[Proclamation Recognizing Retired Employee - Fernando A. Valenzuela](#)
Recommendation:

Acknowledge and present a proclamation to retired employee Fernando A. Valenzuela, Police Officer, in recognition of his dedicated service to the City of Vernon.

[1. Proclamation - F. Valenzuela](#)

3. Human Resources

[Employee Service Pin Awards for June 2022](#)

Recommendation:

No action required by City Council. This is a presentation only.

4. City Administration

[Proclamation Commending and Honoring Coast Packing Company on its 100th Anniversary](#)

Recommendation:

Acknowledge and present a proclamation in recognition of Coast Packing Company for its 100th year in business.

[1. Proclamation - Coast Packing](#)

PUBLIC HEARINGS

5. Police Department

[Franchise Towing Fee Agreements](#)

Recommendation:

- A. Introduce and conduct first reading of Ordinance No. 1284 granting to Mr. C's Towing of South Gate, Inc., a franchise towing services agreement;
- B. Introduce and conduct first reading of Ordinance No. 1285 granting Towwerk's, LLC. (dba Viertel's Central / Northeast Division), a franchise towing services agreement; and
- C. Direct staff to schedule second reading and adoption of Ordinance Nos. 1284 and 1285 for the August 2, 2022 Regular City Council Meeting.

[1. Ordinance No. 1284](#)

[2. Ordinance No. 1285](#)

[3. Franchise Tow Fee Program - RFP](#)

[4. Notice of Public Hearing](#)

CONSENT CALENDAR

All matters listed on the Consent Calendar are to be approved with one motion. Items may be removed from the Consent Calendar for individual consideration. Removed items will be considered immediately following the Consent Calendar.

6. City Clerk

[Approval of Minutes](#)

Recommendation:

Approve the June 21, 2022 Regular City Council and June 27, 2022 Special City Council meeting minutes.

[1. 20220621 City Council Minutes](#)

[2. 20220627 Special City Council Minutes](#)

7. Finance/Treasury

[Operating Account Warrant Register](#)

Recommendation:

Approve Operating Account Warrant Register No. 90, for the period of June 5 through July 2, 2022, totaling \$14,079,176.66 and consisting of ratification of electronic payments totaling \$13,294,950.34 and ratification of the issuance of early checks totaling \$784,226.32.

[1. Operating Account Warrant Register No. 90](#)

8. Finance/Treasury

[City Payroll Warrant Register](#)

Recommendation:

Approve City Payroll Warrant Register No. 793, for the period of June 1 through June 30, 2022, totaling \$3,765,115.33 and consisting of ratification of direct deposits, checks and taxes totaling \$2,624,907.92 and ratification of checks and electronic fund transfers (EFT) for payroll related disbursements totaling \$1,140,207.41 paid through operating bank account.

[1. City Payroll Account Warrant Register No. 793](#)

9. Fire Department

[Fire Department Activity Report](#)

Recommendation:

Receive and file the May 2022 Fire Department Activity Report.

[1. Fire Department Activity Report - May 2022](#)

10. Police Department

[Police Department Activity Report](#)

Recommendation:

Receive and file the May 2022 Police Department Activity Report

[1. Police Department Activity Report - May 2022](#)

11. Public Works

[Public Works Department Monthly Report](#)

Recommendation:

Receive and File the May 2022 Building Report.

[1. Public Works Department May 2022 Building Report](#)

12. Health and Environmental Control Department

[Appointment of Health Officer for the City of Vernon](#)

Recommendation:

- A. Find that it is in the best interest of the City to award a services agreement for Health Officer Services to Dr. Laurene Mascola, M.D., MPH, without a competitive selection process; and
- B. Adopt Resolution No. 2022-23 appointing Laurene Mascola, M.D., MPH as Health Officer for the City of Vernon and approving and authorizing the execution of a services agreement for Health Officer Services.

[1. Resolution No. 2022-23](#)

13. City Attorney

[Amendment No. 2 to the Attorney Services Agreement \(Litigation\) between the City of Vernon and Burke, Williams & Sorensen, LLP](#)

Recommendation:

Approve and authorize the City Administrator to execute Amendment No. 2 to the Attorney Services Agreement (Litigation) with Burke, Williams & Sorensen, LLP (Burke Williams), in substantially the same form as submitted, to increase the total not-to-exceed amount by an additional \$7,648.14 to cover costs and expenses through the expiration of the contract term.

[1. Amendment No. 2 - Burke, Williams and Sorensen](#)

14. City Administration

[Purchase Contract with Carahsoft Technology Corp.](#)

Recommendation:

Approve the issuance of a Purchase Contract with Carahsoft Technology Corp. in an amount not to exceed \$150,000 for a one-year period.

15. Public Works

[10-Day Report on Urgency Moratorium on Warehouse Uses, Freight and Terminals, Container Storage and Parking](#)

Recommendation:

- A. Find that the proposed action is exempt from California Environmental Quality Act (CEQA) review, because it is general policy and procedure-making activity that is unrelated to any specific project, which must undergo separate CEQA review, and that will not result in direct physical changes or reasonably foreseeable indirect physical changes in the environment, and therefore does not constitute a "project" as defined by CEQA Guidelines Section 15378; and
- B. Receive and file 10-Day Report on Urgency Moratorium on Warehouse Uses, Freight and Terminals, Container Storage and Parking.

[1. Ordinance No. 1283](#)

16. Public Works

[Restricted Grant Agreements with the California Department of Transportation \(CalTrans\)](#)

Recommendation:

Adopt Resolution No. 2022-24 authorizing the Director of Public Works to execute all Restricted Grant Agreements with the State of California, acting by and through the Department of Transportation.

[1. Resolution No. 2022-24](#)

NEW BUSINESS

17. Human Resources

[Appointment of Zaynah N. Moussa as City Attorney](#)

Recommendation:

Adopt Resolution No. 2022-25 appointing Zaynah N. Moussa to serve as City Attorney for the City of Vernon effective July 19, 2022, and approving and authorizing the execution or a related at-will employment agreement.

[1. Resolution No. 2022-25](#)

18. Human Resources

[Memorandum of Understanding by and between the City of Vernon and the Vernon Police Officers' Benefit Association](#)

Recommendation:

Adopt Resolution No. 2022-26 approving the Memorandum of Understanding by and between the City of Vernon and the Vernon Police Officers' Benefit Association for the period of July 1, 2022 through June 30, 2025.

[1. Resolution No. 2022-26](#)

[2. 2022-2025 VPOBA MOU \(Redline\)](#)

19. Human Resources

[Memorandum of Understanding by and between the City of Vernon and Teamsters, Local 911](#)

Recommendation:

Adopt Resolution No. 2022-27 approving the Memorandum of Understanding by and between the City of Vernon and Teamsters, Local 911 for the period of July 1, 2022 through June 30, 2025.

[1. Resolution No. 2022-27](#)

[2. 2022-2025 Teamsters MOU \(Redline\)](#)

20. Human Resources

[Citywide Fringe Benefits Policy](#)

Recommendation:

Adopt Resolution No. 2022-28 adopting the Citywide Fringe Benefits Policy and repealing Resolution No. 2021-15.

[1. Resolution No. 2022-28](#)

[2. Citywide Fringe Benefits Policy 07-19-2022 \(Redline\)](#)

21. Human Resources

[Amendment to Classification and Compensation Plan](#)

Recommendation:

A. Approve new and revised job descriptions; and

B. Adopt Resolution No. 2022-29 adopting the Classification and Compensation Plan in accordance with Government Code Section 20636(b)(1) and repealing Resolution Nos. 2021-16, 2021-27, 2021-37, 2021-42, 2021-44 and 2022-02.

[1. New Job Descriptions](#)

[2. Revised and Retitled Job Descriptions](#)

[3. Resolution No. 2022-29](#)

22. Public Utilities

[Master Services and Subscription Agreement with ChargePoint, Inc.](#)

Recommendation:

Approve and authorize the City Administrator to execute a Master Services and Subscription Agreement in an amount not-to-exceed \$825,837.85 with ChargePoint, Inc. to procure Direct Current Fast Chargers for electric vehicles.

[1. ChargePoint Master Services and Subscription Agreement](#)

[2. ChargePoint Quote - Q-226765-1](#)

ORAL REPORTS

City Administrator Reports on Activities and Other Announcements.

City Council Reports on Activities (including AB 1234), Announcements, or Directives to Staff.

CLOSED SESSION

23. CONFERENCE WITH LABOR NEGOTIATORS

Government Code Section 54957.6

Agency Designated Representative: Carlos Fandino, City Administrator

Employee Organizations: Management, Confidential, Executive, Elected Officials, and Unclassified (Unrepresented);

Teamsters Local 911;

IBEW Local 47;

Vernon Police Management Association; and

Vernon Police Officers' Benefit Association

CLOSED SESSION REPORT

ADJOURNMENT

I hereby certify under penalty of perjury under the laws of the State of California, that the foregoing agenda was posted in accordance with the applicable legal requirements. Regular and Adjourned Regular meeting agendas may be amended up to 72 hours and Special meeting agendas may be amended up to 24 hours prior to the meeting.

Date: July 14, 2022.

By: _____/s/_____
Lisa Pope, City Clerk

Guide to City Council Proceedings

Meetings of the City Council are held the first and third Tuesday of each month at 9:00 a.m. and are conducted in accordance with Rosenberg's Rules of Order (Vernon Municipal Code Section 2.04.020).

Copies of all agenda items and back-up materials are available for review in the City Clerk Department, Vernon City Hall, 4305 Santa Fe Avenue, Vernon, California, and are available for public inspection during regular business hours, Monday through Thursday, 7:00 a.m. to 5:30 p.m. Agenda reports may be reviewed on the City's website at www.cityofvernon.org or copies may be purchased for \$0.10 per page.

Disability-related services are available to enable persons with a disability to participate in this meeting, consistent with the Americans with Disabilities Act (ADA). In compliance with ADA, if you need special assistance, please contact the City Clerk department at CityClerk@ci.vernon.ca.us or (323) 583-8811 at least 48 hours prior to the meeting to assure arrangements can be made.

The **Public Comment** portion of the agenda is for members of the public to present items, which are not listed on the agenda but are within the subject matter jurisdiction of the City Council. The City Council cannot take action on any item that is not on the agenda but matters raised under Public Comment may be referred to staff or scheduled on a future agenda. Comments are limited to three minutes per speaker unless a different time limit is announced. Speaker slips are available at the entrance to the Council Chamber.

Public Hearings are legally noticed hearings. For hearings involving zoning matters, the applicant and appellant will be given 15 minutes to present their position to the City Council. Time may be set aside for rebuttal. All other testimony shall follow the rules as set for under Public Comment. If you challenge any City action in court, you may be limited to raising only those issues you or someone else raised during the public hearing, or in written correspondence delivered to the City Clerk at or prior to the public hearing.

Consent Calendar items may be approved by a single motion. If a Council Member or the public wishes to discuss an item, it may be removed from the calendar for individual consideration. Council Members may indicate a negative or abstaining vote on any individual item by so declaring prior to the vote on the motion to adopt the Consent Calendar. Items excluded from the Consent Calendar will be taken up following action on the Consent Calendar. Public speakers shall follow the guidelines as set forth under Public Comment.

New Business items are matters appearing before the Council for the first time for formal action. Those wishing to address the Council on New Business items shall follow the guidelines for Public Comment.

Closed Session allows the Council to discuss specific matters pursuant to the Brown Act, Government Code Section 54956.9. Based on the advice of the City Attorney, discussion of these matters in open session would prejudice the position of the City. Following Closed Session, the City Attorney will provide an oral report on any reportable matters discussed and actions taken. At the conclusion of Closed Session, the Council may continue any item listed on the Closed Session agenda to the Open Session agenda for discussion or to take formal action as it deems appropriate.

City Council Agenda Item Report

Submitted by: Sandra Dolson
Submitting Department: City Clerk
Meeting Date: July 19, 2022

SUBJECT

Recognition of Outgoing City Commission and Committee Members

Recommendation:

Recognize outgoing Business and Industry Commissioners Jimmy Andreoli II and John Baca; outgoing Green Vernon Commissioner Alan Franz; and outgoing Vernon CommUNITY Fund Grant Committee Member James Chang for their dedicated service to the City of Vernon.

Background:

The City of Vernon has several Boards, Commissions, and Committees, established by Charter, ordinance, or resolution, that advise the Council on policy matters or review specific issues and carry out assignments as requested by the City Council, or prescribed by law.

The following Commissioners and Committee Members have provided invaluable service to the City:

- Jimmy Andreoli II, Business and Industry Commission - August 7, 2018 to June 30, 2022
- John Baca, Business and Industry Commission - January 15, 2019 to June 30, 2022
- James Chang, Vernon CommUNITY Fund Grant Committee - January 15, 2019 to June 30, 2022
- Alan Franz, Green Vernon Commission - September 4, 2018 to June 30, 2022.

Staff recommends that the City Council present Certificates of Recognition for their service to the City.

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

None.

City Council Agenda Item Report

Submitted by: Lisette Grizzelle
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Proclamation Recognizing Retired Employee - Fernando A. Valenzuela

Recommendation:

Acknowledge and present a proclamation to retired employee Fernando A. Valenzuela, Police Officer, in recognition of his dedicated service to the City of Vernon.

Background:

Historically, the City Council has issued proclamations in honor of retired City employees. Fernando A. Valenzuela, Police Officer retired from the City of Vernon on June 1, 2022, after providing over twenty (20) years of service to the City and Community. Officer Valenzuela was hired as a Police Officer on April 15, 2002. During his career officer Valenzuela served in various assignments: Detective with the Taskforce for Regional Auto-Theft Prevention (TRAP); Patrol Officer; Special Enforcement Team (SET); and Mobile Field Force Team.

Officer Valenzuela completed 2,065 training hours including: Arrest and Control, Tactical Communications, Advanced Firearms and Rifle Courses, Community Policing, Gang Investigations, Police Survival, Street Racing Enforcement, Terrorism Awareness, and Responding to Weapons of Mass Destruction. Officer Valenzuela also obtained California Basic POST, Intermediate POST, and Advanced POST certifications. In 2019, Officer Valenzuela was recognized with the Police Officer of the Year Award, as well as two separate life-saving awards throughout his career with the Vernon Police Department. He also received 11 separate 10851 (California Vehicle Code for driving or taking a vehicle without the owner's consent) Awards from the California Highway Patrol as a result of his proactive Grand Theft Auto (GTA) arrests and recovery of stolen vehicles.

During his distinguished career with the City of Vernon, Fernando A. Valenzuela earned the deepest respect of his colleagues and community members through his dedication, professionalism, and commitment to the City of Vernon community. Fernando A. Valenzuela was an exemplary Police Officer and will truly be missed. Mr. Valenzuela was hired on April 15, 2002, and met the eligibility requirements under CalPERS to retire from the City of Vernon effective June 1, 2022.

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

1. [Proclamation - F. Valenzuela](#)



A PROCLAMATION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF VERNON COMMENDING FERNANDO A. VALENZUELA FOR HIS DEDICATED LAW ENFORCEMENT SERVICE TO THE CITY OF VERNON

WHEREAS, Fernando A. Valenzuela (Fernando Valenzuela) was employed by the City of Vernon since April 15, 2002, and faithfully served the City of Vernon for over 20 years; and

WHEREAS, Fernando Valenzuela retired from the City of Vernon effective June 1, 2022, as a Police Officer for the Vernon Police Department; and

WHEREAS, Fernando Valenzuela served in numerous assignments within the Vernon Police Department to support various efforts, as a Detective with the Taskforce for Regional Auto-Theft Prevention (TRAP), a Patrol Officer, and as a member of the Special Enforcement Team (SET) and Mobile Field Force Team; and

WHEREAS, Fernando Valenzuela completed 2,065 training hours in Arrest and Control, Tactical Communications, Advanced Firearms and Rifle Courses, Community Policing, Gang Investigations, Police Survival, Street Racing Enforcement, Terrorism Awareness, and Responding to Weapons of Mass Destruction; and

WHEREAS, Fernando Valenzuela completed many professional development training courses over his career and earned Basic, Intermediate, and Advanced certifications from the California Commission on Peace Officer Standards and Training (P.O.S.T.); and

WHEREAS, during his long and dedicated law enforcement career, Fernando Valenzuela was recognized with several awards such as the Police Officer of the Year Award, two separate life-saving awards, and 11 separate 10851 (California Vehicle Code for driving or taking a vehicle without the owner's consent) Awards from the California Highway Patrol as a result of his proactive Grand Theft Auto arrests and recovery of stolen vehicles; and

WHEREAS, it is an honor to express our appreciation to Fernando Valenzuela for his service to the City of Vernon and wish Fernando good health upon his retirement and for continued success in life's pursuits.

NOW, THEREFORE, THE MAYOR AND THE CITY COUNCIL OF THE CITY OF VERNON, ON BEHALF OF ITS EMPLOYEES, RESIDENTS AND BUSINESSES HEREBY COMMEND FERNANDO A. VALENZUELA FOR HIS YEARS OF SERVICE TO THE CITY. THIS PROCLAMATION IS BEING PRESENTED TO FERNANDO A. VALENZUELA BY THE HONORABLE MAYOR LETICIA LOPEZ FOR AND ON BEHALF OF THE CITY COUNCIL OF THE CITY OF VERNON THIS 19TH DAY OF JULY, TWO THOUSAND AND TWENTY-TWO.



CITY OF VERNON

By: _____
LETICIA LOPEZ, Mayor

City Council Agenda Item Report

Submitted by: Veronica Avendano
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Employee Service Pin Awards for June 2022

Recommendation:

No action required by City Council. This is a presentation only.

Background:

The following employees are eligible to receive their service pin based on the number of service years with the City of Vernon:

TWENTY YEARS OF SERVICE

Edward Hernandez, Police Officer, Hired June 2002

TEN YEARS OF SERVICE

Diana C. Figueroa, Administrative Analyst, Hired June 2012

Daniel Cordova, Gas Systems Superintendent, Hired June 2012

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

None.

City Council Agenda Item Report

Submitted by: Brittany Rodriguez
Submitting Department: City Administration
Meeting Date: July 19, 2022

SUBJECT

Proclamation Commending and Honoring Coast Packing Company on its 100th Anniversary

Recommendation:

Acknowledge and present a proclamation in recognition of Coast Packing Company for its 100th year in business.

Background:

Founded in 1922 as a Southern California livestock and meat-packing business, Coast Packing Company (Coast Packing) is now a leading supplier of edible fats and oils and the number one supplier of animal fat shortening in the Western United States. Over the years, Coast Packing has grown into a regional food industry power house and is an integral part of Southern California's restaurant, baking and food industries.

A family-owned and run business to this day, Coast Packing has long contributed to the local economy through the creation of countless jobs and supported the community through their support of charitable organizations including the LA Regional Food Bank and Midnight Mission. Coast Packing's business culture remains true to its founder's values, and is one of quality, reliability, transparency, strong customer relationships and respect for its employees, customers, and suppliers.

Coast Packing Company is a true American success story whose centennial anniversary and many contributions to the local community during the past 100 years warrant recognition. As part of the City's Business Appreciation and Recognition Program, the City of Vernon is pleased to recognize Coast Packing for this milestone anniversary and looks forward to many more years of success for the company.

Fiscal Impact:

The cost associated with this item is minimal and was included in the current fiscal year budget as part of funds earmarked for the City's Business Appreciation and Recognition Program.

Attachments:

1. [Proclamation - Coast Packing](#)



**A PROCLAMATION OF THE MAYOR AND THE CITY COUNCIL
OF THE CITY OF VERNON COMMENDING AND HONORING
COAST PACKING COMPANY ON ITS 100TH ANNIVERSARY**

WHEREAS, Coast Packing Company (Coast Packing) is known as a leading supplier of edible fats and oils and the number one supplier of animal fat shortening in the Western United States; and

WHEREAS, Coast Packing was founded in 1922 as a Southern California livestock and meat-packing business, and in 1962, transitioned to the processing of animal and animal-vegetable shortening products; and

WHEREAS, Coast Packing expanded over the years into a regional food industry power house and is an integral part of Southern California's restaurant, baking and food industries now supplying beef tallow, animal-vegetable shortening blends, and vegetable oil and shortening products, selling to major manufacturers, distributors, retailers, smaller food service operations and bakeries in California and beyond; and

WHEREAS, Coast Packing participates in diverse ethnic markets including Hispanic retail chains with its VIVA brand and various Asian specialty markets; and

WHEREAS, the Gustafson family still runs the day-to-day operations of the Company to this day and a new generation of Gustafsons remain committed to family tradition; and

WHEREAS, Coast Packing's business culture remains true to its founder's values, and remains one of quality, reliability, transparency, strong customer relationships and respect for its employees, customers, and suppliers; and

WHEREAS, Coast Packing has been in the City of Vernon for 100 years, during which time they have created countless jobs and supported the local economy and community; and

WHEREAS, Coast Packing exemplifies the "Vernon Means Business" motto with its long trajectory in business, doing business in its initial location in Vernon and, today, owning and operating processing facilities that comprise 100,000 square feet; and

WHEREAS, Coast Packing Company is an active partner of the community and supports local organizations including LA Regional Food Bank, Midnight Mission, and University of Southern California; and

WHEREAS, as a member of the Vernon Chamber of Commerce, Coast Packing is committed to sustaining economic growth in the region; and

WHEREAS, Coast Packing Company is a true American success story whose centennial anniversary and many contributions to the local community during the past 100 years warrant recognition.

NOW, THEREFORE, THE MAYOR AND THE CITY COUNCIL OF THE CITY OF VERNON, ON BEHALF OF ITS EMPLOYEES, RESIDENTS AND BUSINESSES HEREBY COMMENDS AND CONGRATULATES COAST PACKING COMPANY ON ITS 100TH ANNIVERSARY. THIS PROCLAMATION IS BEING PRESENTED TO COAST PACKING COMPANY BY THE HONORABLE MAYOR LETICIA LOPEZ FOR AND ON BEHALF OF THE CITY COUNCIL OF THE CITY OF VERNON THIS 19th DAY OF JULY TWO THOUSAND AND TWENTY-TWO.



CITY OF VERNON

By: _____
LETICIA LOPEZ, Mayor

City Council Agenda Item Report

Submitted by: Nicholas Perez
Submitting Department: Police Department
Meeting Date: July 19, 2022

SUBJECT

Franchise Towing Fee Agreements

Recommendation:

- A. Introduce and conduct first reading of Ordinance No. 1284 granting to Mr. C's Towing of South Gate, Inc., a franchise towing services agreement;
- B. Introduce and conduct first reading of Ordinance No. 1285 granting Towwerk's, LLC. (dba Viertel's Central / Northeast Division), a franchise towing services agreement; and
- C. Direct staff to schedule second reading and adoption of Ordinance Nos. 1284 and 1285 for the August 2, 2022 Regular City Council Meeting.

Background:

Chapter 10.32 of the Vernon Municipal Code (VMC) prescribes the basic regulations for the operation of and selection process for official police tow services. Said section of the VMC sets forth minimum requirements and performance standards for equipment, facilities, personnel, and services for each tow company providing as needed vehicle towing and storage services requested by the Vernon Police Department (VPD). The VMC also defines procedures for suspending or revoking tow companies that fail to meet the minimum standards, violate federal, state, or local laws, or for any cause which the VPD determines is in the public interest, necessary or general welfare for the contract to continue.

On February 19, 2019, the City Council adopted Ordinances Nos. 1259 and 1260 respectively, granting U.S. Tow, Inc. and Mr. C's Towing of South Gate, Inc. franchise towing services agreements for a term of three years, which have now expired.

In order to select qualified vendors that can provide official police towing services for the next three years, pursuant to Chapter 10.32 of the VMC, on April 12, 2022, the City Administrator authorized staff to issue a Request for Proposals (RFP) seeking qualified licensed tow providers to enter into a franchise agreement to perform rotational police towing and storage services. The RFP specifically sought operators to furnish the VPD with licensed tow operations as may be required for a three (3) year period from the date of execution. The RFP was emailed to six (6) local tow companies operating in the general area and was posted on the City's website. In addition, an RFP notice was published in the Los Angeles WAVE news publication.

The VPD received six (6) responses to the RFP. The six (6) proposals were reviewed and assessed by an evaluation panel comprised of representatives from the VPD Administrative staff. Before conducting an assessment of each proposal, members of the evaluation panel conducted on-site inspections of each of the six (6) tow companies. Each proposal was evaluated using the criteria set in the RFP and weighted as indicated below:

Qualifications / Experience	40%
References	20%

Responsiveness to the RFP and Quality
Cost and Fees

10%
30%

After evaluating and rating the proposals, the towing companies were ranked according to the scores of the evaluators. Based on the physical inspections, reference checks, and evaluation of the proposals, the evaluation panel is recommending the following two (2) tow companies: Mr. C's Towing of South Gate, Inc., and Towwerks, LLC (dba Viertel's Central / Northeast Division) as the top ranking companies.

The City Attorney's Office has prepared a standard agreement for official police tow services. This agreement establishes the City's requirements and minimum performance standards, payment of fees, reporting requirements, and other terms and conditions related to vehicle towing and impound services for the VPD. The agreement is for a term of three (3) years.

Procedural Requirements

Chapter 4.1(c) of the City Charter requires that the City Council grant a franchise by ordinance. Chapter 8.9 of the City Charter authorizes the City Council to grant a franchise to any person, firm, corporation, or other entity and to set terms, conditions, restrictions and limitations by ordinance. Accordingly, staff is recommending the adoption of Ordinance Nos. 1284 and 1285 granting franchise agreements to Mr. C's Towing of South Gate and Towwerks, LLC respectively. A public hearing notice informing the public about the proposed ordinances was posted at City Hall and published in the Los Angeles Wave on July 7, 2022. Should Council approve staff's recommendation to grant franchise agreements to the aforementioned towing companies, a second reading and adoption of the proposed ordinances will be scheduled for the August 2, 2022 Council Meeting.

Fiscal Impact:

There are no costs associated with the execution of a franchise tow services agreement. The towing services franchise does not increase the costs paid by vehicle owners, as these rates are fixed. Vehicle Code Section 12110(b) allows a public agency to collect administrative or franchise fees to recover its actual and reasonable costs incurred in connection with its towing program.

During the term of the franchise, franchisee shall pay a franchise fee to VPD in an amount equal to 5% of the franchisee's gross annual receipts arising from the use, operation, or possession of the franchise. The franchise towing fees are deposited into VPD account 011.1031.420515.

Attachments:

1. [Ordinance No. 1284](#)
2. [Ordinance No. 1285](#)
3. [Franchise Tow Fee Program - RFP](#)
4. [Notice of Public Hearing](#)

ORDINANCE NO. 1284

AN UNCODIFIED ORDINANCE OF THE CITY COUNCIL OF THE CITY OF VERNON GRANTING A NON-EXCLUSIVE FRANCHISE TOWING SERVICES AGREEMENT TO MR. C'S TOWING OF SOUTH GATE, INC.

SECTION 1. Recitals.

- A. The City of Vernon (City) is a municipal corporation and a chartered city of the State of California organized and existing under its Charter and the Constitution of the State of California.
- B. The City Council of the City of Vernon is authorized by City Charter Chapter 8.9 to grant a franchise in the City of Vernon to any person, firm, corporation, or other entity and to set terms, conditions, restrictions and limitations by ordinance.
- C. On October 2, 2012, the City Council of the City of Vernon adopted Ordinance No. 1198 adding Chapter 10.32 (formerly Chapter 4B) to the Vernon Municipal Code to establish a non-consensual franchise towing fee.
- D. On or about April 14, 2022, the Vernon Police Department issued a Request for Proposals for the City's Franchise Tow Fee Program.
- E. After reviewing the proposals, and after a duly noticed public hearing, it was determined that the proposal submitted by Mr. C's Towing of South Gate, Inc. (Mr. C's Towing) complies with Chapter 10.32 of the Vernon Municipal Code, and that Mr. C's Towing has agreed to comply with all provisions of this Chapter.
- F. The City Council of the City of Vernon desires to grant a non-exclusive police towing franchise to Mr. C's Towing, subject to the terms and conditions set forth in the Franchise Towing Services Agreement (Franchise Agreement). The franchise shall be for a term of three (3) years, if a written Franchise Agreement has been fully executed by the franchisee and all other requirements of the Franchise Agreement and Chapter 10.32 have been met by the franchisee.

THE CITY COUNCIL OF THE CITY OF VERNON HEREBY ORDAINS:

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct and are a substantial part of this ordinance.

SECTION 3. The City Council of the City of Vernon, pursuant to Chapter 10.32 of the Vernon Municipal Code, hereby approves the Franchise Agreement with Mr. C's Towing of South Gate, Inc., in substantially the same form attached hereto as Exhibit A. The grant of franchise is based on the certifications that franchisee shall comply with all provisions of Chapter 10.32 and the Franchise Agreement.

SECTION 4. The City Council of the City of Vernon hereby authorizes the City Administrator to execute said Agreement for, and on behalf of, the City of Vernon and

the City Clerk is hereby authorized to attest thereto.

SECTION 5. The City Council hereby instructs the City Administrator, or his designee, to take whatever actions are deemed necessary or desirable for the purpose of implementing and carrying out the purposes of this Ordinance and the transactions herein approved or authorized, including but not limited to, any non-substantive changes to the Agreement attached herein.

SECTION 6. Any ordinance or parts of an ordinance in conflict with this Ordinance are hereby repealed.

SECTION 7. Any provision of the Vernon Municipal Code or appendices thereto inconsistent with the provisions of this Ordinance, to the extent of such inconsistencies and no further, is repealed or modified to that extent necessary to affect the provisions of this Ordinance.

SECTION 8. If any section, subsection, paragraph, sentence, clause, phrase, or portion thereof, of this Ordinance is declared by a court of competent jurisdiction to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this Ordinance. The City Council hereby declares that it would have adopted this Ordinance, and each section, subsection, paragraph, sentence, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, paragraphs, sentences, clauses, phrases, or portions thereof, be declared invalid or unconstitutional. To this end, the provisions of this Ordinance are declared to be severable.

SECTION 9. The City Clerk shall certify the adoption and publish this ordinance as required by law.

SECTION 10. This ordinance shall become effective after the thirtieth day following its adoption.

APPROVED AND ADOPTED this __ day of _____, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney

FRANCHISEE TOWING SERVICES AGREEMENT BETWEEN THE CITY OF
VERNON AND MR. C'S TOWING OF SOUTH GATE, INC.

COVER PAGE

Franchisee:	Mr. C's Towing of South Gate, Inc.
Responsible Principal of Franchisee:	Jerry Brown, General Manager
Notice Information - Franchisee:	Mr. C's Towing of South Gate, Inc. 4421 Mason Street South Gate, CA 90280 Attention: Jerry Brown, General Manager Phone: (323) 249-0575 Facsimile: (323) 249-4998
Notice Information - City:	City of Vernon 4305 Santa Fe Avenue Vernon, CA 90058 Attention: Robert Sousa, Chief of Police Telephone: (323) 583-8811 ext. 114 Facsimile: (323) 826-1483
Commencement Date:	Upon the effective date of the City of Vernon ordinance granting franchise to Mr. C's Towing of South Gate, Inc.
Termination Date:	Three (3) years after commencement date inclusive.
Consideration:	Payment is made by Franchisee to City pursuant to Section 3 of this Agreement. Payment is made to Franchisee by City pursuant to Section 5 of this Agreement.
Records Retention Period	Three (3) years, pursuant to Sections 7 and 15.3 herein

FRANCHISEE TOWING SERVICES AGREEMENT BETWEEN THE CITY OF VERNON
AND MR. C'S TOWING OF SOUTH GATE, INC.

This Agreement is made and entered into by and between the City of Vernon (City), a California charter City and California municipal corporation, and Mr. C's Towing of South Gate, Inc. (Franchisee), a California corporation with its principal place of business at 4421 Mason Street, South Gate, CA 90280 (Parties) to provide towing services to the City.

The Parties agree as follows:

RECITALS

WHEREAS, Franchisee shall provide police towing services to the City of Vernon as set forth in the City's Request for Proposal issued on or about April 14, 2022, and titled Request for Proposals Franchise Tow Fee Program, and Franchisee's proposal to the City (Proposal) dated May 5, 2022, Exhibit A, a copy which is attached to and incorporated into this Agreement by reference.

WHEREAS, pursuant to Chapter 10.32 of the Vernon Municipal Code, Franchisee has applied for a Police Towing Franchise (Franchise); and

WHEREAS, the City Council has held a public hearing for the purpose of hearing persons in favor of or in opposition to the granting of such Franchise; and

WHEREAS, the City Council has determined that Franchisee has demonstrated compliance with Chapter 10.32 of the Vernon Municipal Code and has agreed to comply with all provisions of that Chapter; and

WHEREAS, it is required that City and Franchisee enter into a Franchise Towing Services Agreement (Agreement) for Police Towing services in the City of Vernon; and

WHEREAS, additional conditions have been imposed upon this grant of Franchise.

NOW, THEREFORE, the Parties do hereby agree as follows:

Section 1. GRANT OF FRANCHISE.

City grants to Franchisee a Police Towing Franchise authorizing Franchisee to engage in the business of Police Towing as set forth in Chapter 10.32 of the Vernon Municipal Code in the City of Vernon and to use the public streets and rights of way for such purpose. This grant is pursuant to the City's Request for Proposal and to Franchisee's proposal for the Franchise. Franchisee is subject to Chapter 8.9 of the Charter of the City of Vernon, the terms and conditions specified in Chapter 10.32 *et seq.*, of the Vernon Municipal Code, the terms and conditions specified in all related resolutions, the terms and conditions of this Agreement, and the representations and assurances in Franchisee's application for the Franchise.

Section 2. TERM OF FRANCHISE.

The term of this Franchise granted to Franchisee shall be for three (3) years, commencing upon the effective date of the City of Vernon ordinance granting the Franchise (the Effective Date) through the date that is three (3) years from the Effective Date, inclusive.

Section 3. FRANCHISE FEES.

3.1 During the term of the Franchise, Franchisee shall pay a franchise fee to City in an amount equal to 5% of Franchisee's gross annual receipts arising from the use, operation or possession of the Franchise, which fees shall be assessed from the date on which the ordinance granting this Franchise became effective and in accordance with Section 10.32.080 of the Vernon Municipal Code and any Resolution adopted by the City Council and in such other amounts as are set forth in any subsequent resolutions that may be adopted by the City Council at any time during the term of the Agreement.

3.2 The Franchisee shall file with the City Clerk of the City, within three (3) months after the expiration of the calendar year, or fractional calendar year, following the date of the granting of this franchise, and within three (3) months after the expiration of each calendar year thereafter, a verified statement showing in detail the total gross receipts for the Franchisee derived during the preceding calendar year, or such fractional calendar year, from the provision of official police towing services within the limits of the City. The Franchisee shall pay to the City within fifteen (15) days after the time for filing said statement, in lawful money of the United States, the aforesaid percentage of its gross receipt for the calendar year, or fractional calendar year, covered by said statement. Any neglect, omission or refusal by Franchisee to file said verified statement, or to pay said percentage at the times or in the manner hereinbefore provided, shall constitute grounds for the declaration of forfeiture of this Franchise and of all rights of Franchisee hereunder pursuant to the procedures set forth in Sections 11 and 12 herein. However, Franchisee has the ability to cure. Further, the City is responsible for insuring that Franchisee has the appropriate financial institution information for electronic transfer of the franchise fee in a timely manner. Any delays caused by incorrect financial institution information shall not constitute grounds for the declaration of a forfeiture of this Franchise.

3.3 Franchisee shall timely pay all required franchise fees to:

City of Vernon
Attention: Finance Director
4305 Santa Fe Avenue
Vernon, CA 90058

Each payment shall be accompanied by a written statement, verified by the Franchisee or a duly authorized representative of the Franchise, showing in such form and detail as the Finance Director of the City of Vernon may prescribe, the calculation of the franchise fee payable by the Franchisee and such other information as the Finance Director may require as material to a determination of the amount due.

3.4 The first payment of the franchise fee will be due on October 15, 2022, and payments shall be due monthly thereafter on the 15th day of each month.

3.5 When Franchisee remits franchise fees to the City, such franchise fees shall be deemed timely paid only if delivered or postmarked on or before the due date. If fees are not timely paid, Franchisee shall be subject to suspension or termination of the Franchise pursuant to Section 14 of this Agreement and/or to any other penalties which may be established and assessed by the City, including, but without limitation, late fees assessed at the rate of five percent (5%).

Section 4. TOWING SERVICES.

4.1 Franchisee shall provide Police Towing services, as set forth in the City's Request for Proposals, and which includes, but without limitation, strictly adhering to the eligibility requirements, operating regulations, fees schedules, standards for tow truck equipment, standard rules of operation, response time, inspection, information regarding new or terminated tow truck drivers, tow driver training, and as set forth in Exhibit A which is Franchisee's response to the City's Request for Proposals. All services by Franchisee shall comply with all provisions of federal, state and local law and regulation, including, but without limitation Chapter 10.32 of the Vernon Municipal Code.

4.2 Franchisee understands and agrees that, although the City is granting it a franchise as a police towing service, the City may requisition towing services from other service providers as set forth in Section 10.32.120 of the Vernon Municipal Code, or if Franchisee is otherwise unavailable for any reason, in the reasonable discretion of the Vernon Chief of Police and including, but without limitation, suspension or termination of the Franchisee.

Section 5. RATES, CHARGES AND PAYMENT.

5.1 The rates and charges for towing and storage in connection with this Franchise shall be established by the City Council. The prevailing rates prescribed by the Southern Division of the California Highway Patrol, the Los Angeles Police Department, and the Los Angeles County Sheriff will be considered when establishing these rates. The rate per impound shall be \$175.00 and the storage charge shall be \$52.00 per day, until otherwise modified by the City Council. A sign showing the approved rates and charges shall be conspicuously posted in the Franchisee's tow office and shall be posted in a conspicuous place in the interior of each tow truck operated by Franchisee. Franchisee shall provide vehicle owners the option of payment by MasterCard and Visa. Franchisee must provide for after-hours releases of vehicles, and may collect an after-hour release fee. Any after-hours release fee shall not exceed one half (½) of the impound fee.

Section 6. REPORTS.

Franchisee shall file a monthly towing report with the Chief of Police along with payment of its monthly franchise fees. The report shall be submitted to:

Chief of Police
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058

The report shall include the information required by Section 10.32.100(H) of the Vernon Municipal Code for Franchisee and its subcontractors, certified as true and correct under penalty of perjury by a responsible owner or official of the Franchisee.

Section 7. FRANCHISEE'S RECORDS.

7.1 The Franchisee shall maintain accurate and complete books and accounts of all revenues and income arising out of its operations under the Franchise and in a manner, which conforms with generally accepted accounting principles. Franchisee's books, accounts and records, arising out of or related to its operation under the Franchise, shall at all times be open to inspection, examination and audit by authorized officers, employees and agents of the City. Such records shall be kept at franchisee's place of business shown in this Agreement for receipt of notices.

7.2 Franchisee shall require its subcontractors, if any, who perform Police Towing services in connection with the Franchise to keep and maintain books of account and other records showing all business transactions conducted by such subcontractors in connection with the Franchise. Franchisee agrees to use its best efforts to avoid duplication of reporting between Franchisee and its subcontractors.

Section 8. TOW VEHICLE AND DRIVER, REPORTING, COMPLIANCE, AND IDENTIFICATION.

8.1 Franchisee shall maintain on file with the City, a complete and accurate listing of every vehicle operated by Franchisee for police towing services. Franchisee shall certify, in a form acceptable to City, that every such vehicle conforms with regional and State vehicle emission standards ("emission standards"), and shall provide documentation of compliance on written request of the City. Franchisee understands and agrees that failure to conform with emission standards may result in suspension, termination or non-renewal of a Franchise.

8.2 Every vehicle operated by Franchisee and for Police Towing services in the City shall bear the following identification: Franchisee's trade name, monogram or insignia, the Franchise vehicle number, together with Franchisee's telephone number painted upon both sides of the vehicle. All lettering mentioned in this paragraph shall be not less than 2-1/4" in height and not less than 5/6" stroke. The Franchisee agrees to remove the Franchise vehicle number and all other information within 30 calendar days after the Franchise is terminated or the vehicle is sold, transferred or taken out of service.

8.3 Franchisee shall file with the Vernon Police Department, the name, address, date of birth, driver's license number, and all identification required of any tow unit driver working for Franchisee, whether as an employee or as a contractor, which information shall be filed not later than ten (10) business days following the effective date of employment or engagement. Franchisee shall also notify the Vernon Police Department within ten (10) business days of the following occurrences: the license suspension of any tow unit driver, and the end of employment, or engagement, of any tow unit driver with Franchisee.

Section 9. INDEMNIFICATION OF CITY.

9.1 Franchisee shall indemnify and hold the City harmless from and against any and all loss, damages, liability, claims, suits, costs and expenses, fines, charges or penalties whatsoever, including reasonable attorney's fees, regardless of the merit or outcome of any such claim or suit, arising from or in any manner related to the services provided or business conducted under Chapter 10.32 of the Vernon Municipal Code or otherwise pursuant to this Agreement.

9.2 Franchisee shall indemnify the City, defend with counsel approved by the City, protect and hold harmless the City, its officers, employees, agents, assigns, and any successor or successors to the City's interest from and against all claims, actual damages (including but not limited to special and consequential damages), natural resources damage, punitive damages, injuries, costs, response, remediation and removal costs, losses, demands, debts, liens, liabilities, causes of action, suits, legal or administrative proceedings, interest, fines and charges, penalties and expenses (including, but not limited to, attorneys' and expert witness fees and costs incurred in connection with defending against any of the foregoing or in enforcing this indemnity) of any kind whatsoever paid, incurred or suffered by, or asserted against, the City or its officers, employees, agents or the Franchisee arising from or attributable to any repair, remediation, cleanup or detoxification, or preparation and implementation of any removal, remedial, response, or closure or other plan (regardless of whether undertaken due to governmental action) concerning any hazardous substance or hazardous waste at any place where the Franchisee stores or dispose of solid or hazardous waste. The foregoing indemnity is intended to operate as an Agreement pursuant to the Comprehensive Environmental Response, Compensation and Liability Act, 42 United States Code Section 9607, and California Health and Safety Code Section 25364, and any successor provisions, to insure, protect, hold harmless, and indemnify the City from liability.

Section 10. INSURANCE.

Franchisee shall, at its own expense, procure and maintain policies of insurance of the types and in the amounts set forth below, for the duration of the Agreement, including any extensions thereto. The policies shall state that they afford primary coverage.

- i. Automobile Liability with minimum limits of at least \$2,000,000 combined single limit, including owned, hired, and non-owned liability coverage.

(1) MCS 90 Endorsement must be attached to the auto liability policy.
- ii. Garage Keeper Legal Liability insurance with coverage limits of no less than \$1,000,000 for damage to a vehicle towed, impounded or otherwise stored by Franchisee.
- iii. On-Hook Liability insurance with coverage limits of no less than \$1,000,000 for damage to any vehicle towed by Franchisee or otherwise connected to any of Franchisee's tow trucks.
- iv. Franchisee agrees to subrogate automobile liability resulting from performance under this agreement by agreeing to defend, indemnify and hold harmless, the City, and its respective employees, agents, and City

Council from and against all claims, liabilities, suits, losses, damages, injuries and expenses, including all costs and reasonable attorney's fees ("Claims"), which are attributable to any act or omission by the City under the performance of the services.

- v. General Liability with minimum limits of at least \$2,000,000 per occurrence and \$2,000,000 aggregate written on an Insurance Services Office (ISO) Comprehensive General Liability "occurrence" form or its equivalent for coverage on an occurrence basis. Premises/Operations and Personal Injury coverage is required. The City of Vernon, its directors, commissioners, officers, employees, agents, and volunteers must be endorsed on the policy as additional insureds as respects liability arising out of the Franchisee's performance of this Agreement.
 - (1) If Franchisee employs other contractors as part of the services rendered, Contractor's Protective Coverage is required. Franchisee may include all subcontractors as insureds under its own policy or shall furnish separate insurance for each subcontractor, meeting the requirements set forth herein.
 - (2) Franchisee agrees to subrogate General Liability resulting from performance under this agreement by agreeing to defend, indemnify and hold harmless, the City, and its respective employees, agents, and City Council from and against all claims, liabilities, suits, losses, damages, injuries and expenses, including all costs and reasonable attorney's fees ("Claims"), which are attributable to any act or omission by the City under the performance of the services.
- vi. Franchisee shall comply with the applicable sections of the California Labor Code concerning workers' compensation for injuries on the job. In addition, Franchisee shall require each subcontractor to similarly maintain workers' compensation insurance in accordance with the laws for California for all of the subcontractor's employees. Compliance is accomplished in one of the following manners:
 - (1) Provide copy of permissive self-insurance certificate approved by the State of California; or
 - (2) Secure and maintain in force a policy of workers' compensation insurance with statutory limits and Employer's Liability Insurance with a minimal limit of \$1,000,000 per accident. The policy shall be endorsed to waive all rights of subrogation against City, its directors, commissioners, officers, employees, and volunteers for losses arising from performance of this Agreement; or
 - (3) Provide a "waiver" form certifying that no employees subject to the Labor Code's Workers' Compensation provision will be used in performance of this Agreement.

- vii. Each insurance policy included in this clause shall be endorsed to state that coverage shall not be cancelled except after thirty (30) days' prior written notice to City.
- viii. Insurance shall be placed with insurers with a Best's rating of no less than A-VIII.
- ix. Prior to commencement of performance, Franchisee shall furnish City with a certificate of insurance for each policy. Each certificate is to be signed by a person authorized by that insurer to bind coverage on its behalf. The certificate(s) must be in a form approved by City. City may require complete, certified copies of any or all policies at any time.
- x. Failure to maintain required insurance at all times shall constitute a default and material breach. In such event, Franchisee shall immediately notify City and cease all performance under this Agreement until further directed by the City. In the absence of satisfactory insurance coverage, City may, at its option: (a) procure insurance with collection rights for premiums, attorney's fees and costs against Franchisee by way of set-off or recoupment from sums due to Franchisee, at City's option; (b) immediately terminate this Agreement and seek damages from the Agreement resulting from said breach; or (c) self-insure the risk, with all damages and costs incurred, by judgment, settlement or otherwise, including attorney's fees and costs, being collectible from Franchisee, by way of set-off or recoupment from any sums due to Franchisee.

Section 11. TERMINATION AND SUSPENSION.

The City may terminate this Agreement, without cause, by giving the Franchisee thirty (30) days written notice of such termination and the effective date thereof. The City may terminate this Agreement, with cause, by giving the Franchisee (10) days written notice of such termination and the effective date thereof. Cancellation for cause shall be at the discretion of the City and shall be, but is not limited to, failure to supply the materials, equipment or service specified within the time allowed or within the terms, conditions or provisions of this agreement. Upon notice of cancellation or suspension, the contract holder shall be given five (5) days' notice to appear before the Chief of Police or designee to show why the contract should not be revoked, in accordance with Vernon Municipal Code Chapter 10.32.130. The Franchisee may not cancel this Agreement without prior written consent from the Vernon Chief of Police.

Section 12. TEMPORARY SUSPENSION.

In addition to termination or suspension as set forth in Section 11, above, the Chief of Police may temporarily suspend any Franchisee without a hearing, whenever the continued operation by the Franchisee would constitute a danger to public health, safety, welfare or public morals, including, without limitation, where there is a failure to maintain the minimum levels and standards of liability insurance or claims reserve or failure to keep in full force and effect any applicable licenses or permits required by federal, state, local law, or regulation. The notice of temporary suspension may be personally delivered to the party named and to the address given on the application pursuant to which such Franchise was issued and to the notice address stated herein, if different, or, mailed by registered or certified mail to the party named at the

address given on the application pursuant to which such Franchise was issued and to the notice address stated herein, if different. Notwithstanding other notice provisions of this Agreement, the temporary suspension is effective upon the earlier of either receipt or the expiration of 3 days from the date of mailing. The notice of temporary suspension shall include a notice of the date and time for termination hearing and all other information required by the Vernon Municipal Code. The temporary suspension shall remain effective until the decision on suspension or termination is made unless the suspension is lifted by written notice of the Chief of Police.

Section 13. ACCEPTANCE, WAIVER.

Franchisee agrees to be bound by and comply with all the requirements of Chapter 10.32 and this Agreement. By entering into this Agreement, Franchisee waives, to the maximum extent permitted by law, Franchisee's right to challenge the terms of this Agreement and of Chapter 10.32 under federal, state or local law, or under administrative regulation, as such laws and regulations exist as of the date of signing of this Agreement.

Section 14. GENERAL TERMS AND CONDITIONS.

14.1 INDEPENDENT STATUS. It is understood that in the performance under this Agreement, Franchisee shall be, and is, an independent operator, and is not an agent, contractor, or employee of City and shall furnish services in its own manner and method. Further, Franchisee has and shall retain the right to exercise full control over the employment, direction, compensation and discharge of all persons employed by Franchisee in its business operations. Franchisee shall be solely responsible for, and shall indemnify, defend and save City harmless from all matters relating to the payment of its employees, including compliance with social security, withholding and all other wages, salaries, benefits, taxes, exactions, and regulations of any nature whatsoever.

14.2 FRANCHISE NOT AGENT. Franchisee and its subcontractors shall have no authority, express or implied, to act on behalf of or bind the City in any capacity whatsoever as agents or otherwise.

14.3 WAIVER. The City's waiver of any term, condition, breach or default of this Agreement shall not be considered to be a waiver of any other term, condition, default or breach, nor of a subsequent breach of the one waived.

14.4 NO ASSIGNMENT. The Franchisee shall not assign or transfer any interest in this Agreement without the express prior written consent and approval of City Council.

14.5 COMPLIANCE WITH LAWS. Franchisee shall comply with all Federal, State, County and City laws, ordinances, resolutions, rules and regulations, which are, as amended from time to time, incorporated herein and applicable to the performance hereof.

14.6 ATTORNEY'S FEES. If any action at law or in equity is brought to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs and necessary disbursements in addition to any other relief to which such party may be entitled.

14.7 INTERPRETATION.

14.7.1 Applicable Law. This Agreement, and the rights and duties of the parties hereunder (both procedural and substantive), shall be governed and construed according to the laws of the State of California.

14.7.2 Entire Agreement. This Agreement, including any Exhibits attached hereto and any documents explicitly referenced herein, constitutes the entire agreement and understanding between the parties regarding its subject matter and supersedes all prior or contemporaneous negotiations, representations, understandings, correspondence, documentation and agreements (written or oral).

14.7.3 Written Amendment. This Agreement may only be changed by written amendment signed by Franchisee and the City Administrator or other authorized representative of the City, subject to any requisite authorization by the City Council. Any oral representations or modifications concerning this Agreement shall be of no force or effect.

14.7.4 Severability. If any provision in this Agreement is held by any court of competent jurisdiction to be invalid, illegal, void, or unenforceable, such portion shall be deemed severed from this Agreement, and the remaining provisions shall nevertheless continue in full force and effect as fully as though such invalid, illegal, or unenforceable portion had never been part of this Agreement.

14.7.5 Choice of Forum. The parties hereby agree that this Agreement is to be enforced in accordance with the laws of the State of California, is entered into and is to be performed in the City of Vernon and that all claims or controversies arising out of or related to performance under this Agreement shall be submitted to and resolved in a forum within the County of Los Angeles at a place to be determined by the rules of the forum.

14.7.6 Order of Precedence. In case of conflict between the terms of this Agreement and the terms contained in any document attached as an Exhibit or otherwise incorporated by reference, the order of precedence is as follows: Charter the City of Vernon, the Vernon Municipal Code, the ordinance granting this Franchise, resolutions of the City of Vernon, this Agreement, the City's Request for Proposals for Official Police Towing Services, and Franchisee's Response to the City's Request for Proposals for Official Police Towing Services.

14.8 AUTHORITY OF FRANCHISEE. The Franchisee hereby represents and warrants to the City that the Franchisee has the right, power, legal capacity and authority to enter into and perform its obligations under this Agreement, and its execution of this Agreement has been duly authorized.

Section 15. ADDITIONAL ASSURANCES.

15.1 EQUAL EMPLOYMENT OPPORTUNITY PRACTICES.

Franchisee certifies and represents that, during the performance of this Agreement, Franchisee and any other parties with whom it may subcontract shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religion, color, national origin, ancestry, disability, sex, age, medical condition, marital status. Franchisee further certifies that

it will not maintain any segregated facilities. Franchisee further agrees to comply with The Equal Employment Opportunity Practices provisions as set forth in Exhibit B.

15.2 BUSINESS LICENSES. Franchisee shall obtain, and pay any and all costs associated therewith, any Vernon Business License, which may be required by the Vernon Municipal Code and all permits, and licenses applicable to Franchisee's operations under this Franchise, which are required of Franchisee by any governmental agency.

15.3 MAINTENANCE AND INSPECTION OF RECORDS.

The City, or its authorized auditors or representatives, shall have access to and the right to audit and reproduce any of the Franchisee's records to the extent the City deems necessary to insure it is receiving all money to which it is entitled under the Agreement and/or is paying only the amounts to which Franchisee is properly entitled under the Agreement or for other purposes relating to the Agreement.

The Franchisee shall maintain and preserve all such records for a period of at least three (3) years after termination of the Agreement.

The Franchisee shall maintain all such records in the City of Vernon. If not, the Franchisee shall, upon request, promptly deliver the records to the City of Vernon or reimburse the City for all reasonable and extra costs incurred in conducting the audit at a location other than the City of Vernon, including, but not limited to, such additional (out of the City) expenses for personal, salaries, private auditors, travel, lodging, meals and overhead.

15.4 CONFLICT. Franchisee hereby represents warrants and certifies that no member, officer or employee of the Franchisee is a director, officer or employee of the City of Vernon, or a member of any of its boards, commissions or committees, except to the extent permitted by law.

Section 16. PREVAILING WAGES

The provisions of California Labor Code 1770, et seq., regarding the payment of prevailing wages on public works, and related regulations, apply to all City contracts. In addition, the selected tow service companies and/or any subcontractor must be currently registered and qualified (including payment of any required fee) with the State Department of Industrial Relations pursuant to Labor Code section 1725.5 (with limited exceptions for bid purposes only under Labor Code Section 1771.1(a)). This project is subject to compliance monitoring and enforcement by the State Department of Industrial Relations.

Section 17. NOTICES.

Except as otherwise provided in this Agreement, all notices required by this Agreement or by Chapter 10.32 of the Vernon Municipal Code shall be given by personal service or by deposit in the United States mail, postage pre-paid and return receipt requested, addressed to the parties as follows:

To City: Chief of Police
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058

Copies to: Director of Finance
City of Vernon
4305 Santa Fe Avenue
Vernon, CA 90058

Franchisee: Mr. C's Towing of South Gate, Inc.
Attention: Jerry Brown, General Manager
4421 Mason Street
South Gate, CA 90280

Notice shall be deemed effective on the date personally served or, if mailed, three days the date deposited in the mail.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date set forth below.

City of Vernon, a California charter City
and California municipal corporation

Mr. C's Towing of South Gate, Inc., a
California corporation

DATED: _____

DATED: _____

Carlos Fandino, City Administrator

By: _____

Name: Kurtis McElroy

Title: President

ATTEST:

By: _____

Name: Jerry Brown

Title: General Manager

Lisa Pope, City Clerk

APPROVED AS TO FORM:

Zaynah N. Moussa,
Interim City Attorney

EXHIBIT A
FRANCHISEE'S PROPOSAL

City of Vernon

Response to Request for Proposal

Franchise Tow Fee Program



Submitted by:
Mr. C's Towing of South Gate
4421 Mason St, South Gate, CA 90280
Phone: (323) 249-0575

Mr. C's Towing of South Gate, Inc.

4421 Mason Street
South Gate, CA 90280
(323) 249-0575

May 5, 2022

City of Vernon
Attention: Lieutenant Nicholas Perez
4305 Santa Fe Avenue
Vernon, CA 90058

To The Evaluation Committee for the City of Vernon:

Mr. C's Towing of South Gate, Inc. (hereinafter "Mr. C's") is pleased to submit the following Proposal and relevant attachments in response to the City of Vernon (hereinafter "the City") Request For Proposals for the Franchise Tow Fee Program (RFP) which shall remain valid for a period of not less than ninety (90) days from the date of submittal.

This cover letter is intended to provide a general overview of all relevant issues identified in the RFP, with details and elaboration in the Proposal and attachments which follow.

Mr. C's Towing of South Gate, located in South Gate, was incorporated in California in 2002, also under the direction of Kurtis McElroy, and for more than 15 years, has operated from 4421 Mason St., South Gate, CA. For the past 6 years, Mr. C's has operated from an additional location in Huntington Park, which will serve as the 'Primary Lot' for the City towing services. Mr. C's services, by contract, a number of Southeast Cities and has services the City of Vernon since 2018.

Kurtis McElroy is President of the corporation, and has been in the towing industry for decades, and Jerry Brown, retired after more than 30 years in law enforcement, serves as the General Manager of Mr. C's Towing of South Gate. Jerry Brown is the designated contact person during the proposal evaluation process, at the above office number or his cell phone [REDACTED]

Mr. C's meets the City's minimum requirements as specified in the RFP. It is fully capable of conducting an official police towing service which complies with all of the requirements of the RFP and Vernon Municipal Code Chapter 10.32, including swift, professional service in the removal of any vehicles as directed by the Vernon Police Dept., from any City street, and by submission of this Proposal, agrees to accept all tow requests by the City, including tows of abandoned or dismantled vehicles and/or tows requiring special equipment as well as accident or roadway clean up.

Mr. C's has all required business licenses, permits, and insurance for the type of services performed, and as specified in Vernon Municipal Code Chapter 10.32, Sec 10.32.070 and Sec. 10 of the Franchisee Towing Services Contract.

The Primary Lot is less than ¼ mile (as the crow flies) from the Vernon City Hall and consists of approximately 3 acres, capable of holding at least 780 vehicles, with an inside warehouse, within which is an enclosed locked evidence cage for vehicles retained as evidence and those impounded for CVC §22655.5. The Primary Lot is fully fenced and secured, accessible by a solid metal electric gate for security. It is equipped with LED exterior lighting as well as digital video monitoring/recording equipment for additional security.

Mr. C's has a 9,000-pound capacity forklift on site to assist in moving vehicles around the warehouse and storage yard without requiring the use of a tow vehicle. The forklift is equipped with a bear claw attachment that allows it to be used as a tow vehicle, contacting only the tires of the vehicle being moved. There is also a stationary vehicle lift in the warehouse to assist with inspections and investigations.

Mr. C's has more than 20 vehicles available, of which fifteen are newer tow trucks (2015 and newer), with varying features, all with a rating of one ton or greater and includes a Class D Heavy Duty Truck. All of Mr. C's vehicles are equipped, operated and maintained in accordance with the provisions of California *Vehicle Code* §§24605, 25253, 25300, 27700 and 27907 and are inspected, each year, along with our facility, by CHP and contracted cities.

Lien sales, including related paperwork and filings, are handled by Clear Choice, a licensed lien sale company.

The business office, with dispatcher, is open 7 days per week. Our dispatcher is on duty 24 hours a day and vehicles are available for release from storage, day or night.

A large sign, posted in a clearly visible location at the Huntington Park and South Gate offices, lists all fees associated with our business. Our proposed *not to exceed rates* are as follows:

- | | |
|---------------|--|
| • Towing fee | \$175.00 (passenger vehicles and trucks) |
| • Storage fee | \$55.00 per day |
| • Service fee | ½ of the above towing fee |

Service fees, referenced above, include, but are not limited to, the following: dollying, winching, clean up, after hour release fee, lock service and/or fuel service.

As we have done for other public entities with whom we have been awarded contracts, we will submit timely report and payment of franchise fees, based upon the towing and related services performed at the request of the City, at the rate and time as directed by the City, together with supporting reports/paperwork.

Our drivers, the majority of whom are bilingual, are carefully screened to ensure the quality of personnel necessary to interact with clients and members of the public. They are highly qualified in towing and recovery and, once hired, obtain either WreckMaster, CTTA or AAA training/certification, if they do not already have one or the other. A monthly update of company policies is conducted to ensure safety and consistency in the field. Drivers are required to submit to random drug testing, their driving record is checked on a regular basis, and have a criminal history check performed. Mr. C's is enrolled in the DMV Pull Notice Program. The drivers' compensation complies with the Living Wage Ordinance.

We consider our Company a highly qualified tow service company, with nearly three decades of collective experience, capable of furnishing impound, towing and storage services, with the necessary trained personnel, and equipment, within the required specifications and response times the City is now seeking by this RFP for the Franchise Tow Fee Program. In addition to providing the scope of work contemplated by the Franchise Tow Fee Program, and equally important, Mr. C's has been involved in community service charitable functions and events, such as Community Volunteer Programs, Police Explorer Programs, Police Widows and Orphans Fund and Community Improvement efforts to strengthen its community involvement with other local governments, and would anticipate similar involvement with the City of Vernon if awarded the contract. Mr. C's has been operating for more than a decade with a record of outstanding, problem free service to other local cities and police departments in the Los Angeles County and looks forward to being able to continue to do so for the City of Vernon.

We sincerely appreciate your review of our Proposal and thank you in advance for your consideration.

Mr. C's Towing Of South Gate, Inc.


By: 
Kurtis McElroy, President

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ATTACHMENT 1 – FACILITIES PHOTOS

ATTACHMENT 2 – INSURANCE CERTIFICATE

ATTACHMENT 3 – AFFIDAVIT OF NON-COLLUSION

RESPONSE TO RFP AND QUALIFICATIONS

Introduction

Mr. C's Towing of South Gate, Inc. (hereinafter "Mr. C's") is a California corporation, incorporated in 2002. Kurtis McElroy is President and the principal place of business is located at 4421 Mason St., South Gate, CA 90280; telephone (323) 249-0575. The **'Primary Lot'** for purposes of this RFP for towing/storage services is located at **6105 Maywood Ave., Huntington Park, CA 90255**, less than ¼ mile (as the crow flies) from the City, where Mr. C's has conducted towing services for more than 6 years.

Mr. C's understands the City seeks a highly qualified tow service company to assist in impound, towing, and storage services under the terms specified in the Proposal as well as in Chapter 10.32 of the Vernon Municipal Code (the basic regulation for the operation of 'official police tow services [OPTS]'). By this Proposal, Mr. C's represents it is a well-qualified bidder to perform the work requested by the City, and has successfully done so since 2018, having the facilities, personnel and equipment, together with its significant history of successful municipality contract towing experience over decades necessary for the specified work.

General Scope of Work

The scope of work Mr. C's agrees to perform, as a highly qualified tow service company, includes furnishing impound, towing and storage services to the Vernon Police Dept. and the City as directed by the Vernon Police Dept. Additionally, the scope of work, as described in the RFP (as to personnel, response time, dispatcher availability and relay of requests, trucks/equipment, personnel information (*within 10 business days of selection/hiring*)/changes in employment status/driver's license status, DMV Pull Program, lien sales, and in Chapter 10.32 of the Vernon Municipal Code, will be executed through the Work Plan described below, by ensuring a facility with sufficient storage for vehicles, with trained and experienced personnel, both in the field and in the office, appropriate/necessary equipment, fully equipped and operational, available, all within the time perimeters called for by the RFP.

Work Plan

Mr. C's intends to provide swift, professional service in the removal of any vehicle, as directed by the City, from any City street. It has sufficient equipment and personnel to do so. It will provide impound, towing and storage services to the City as directed by the City. Mr. C's is committed to give priority to City calls when requested and to maintain sufficient personnel and equipment to perform such services, with a response time averaging 10-15 minutes or less. This is consistent with Mr. C's commitment to other cities with whom it has a contract as part of its 'business custom and practice'. If Mr. C's is unable to meet the average response called for in the RFP (for a 30-day period) of 20 minutes, Mr. C's understands a maximum 'not to exceed single request' for tow service would be no more than 30 minutes, (as provided in the RFP and in Sec. 10.32.110 of Chapter 10.32 of the Vernon Municipal Code). Should a tow unit be unable to respond immediately, the City will be promptly notified and provided with an estimated time of arrival.

Mr. C's is fully capable and qualified to meet all such requirements and scope of services, including tows and storage of abandoned or dismantled vehicles and/or tows requiring special equipment, as well as responding to the scene of a traffic accident at the request of the City, to remove all glass, liquids and other debris deposited on the roadway. The service not only includes a response to calls in the field but participating in DUI check points or other special events as requested by the City.

Mr. C's shall provide, at no cost to the City, routine roadside service including, but not limited to, towing service, changing flat tires, and battery jump starts to all vehicles owned by the City up to and including one (1) ton rated vehicles, made at the request of the City/City designee, whenever such vehicles require such service within the City or within five (5) road miles of the corporate limits of the City.

Facilities

The Primary Lot is approximately 3 acres, capable of holding at least 780 vehicles, including in excess of 30 days. An enclosed locked evidence cage, capable of holding approximately 10-13 vehicles, is located within an enclosed warehouse on the premises. An additional holding space, if needed, is available within the warehouse and will hold at least 20 cars/trucks.

The Primary Lot is fully fenced and secured, accessible by a solid metal electric gate for security. The property is equipped with LED exterior lighting, as well as digital video monitoring/recording equipment, with a recording capacity up to 30-45 days, for additional security. Further, the facility is physically 'manned' 24/7/365 so that any unauthorized entry or attempt to enter the premises can be immediately detected.

Vehicles towed by Mr. C's remain in the same condition as received. Vehicles towed and placed in the evidence cage remain in the same condition as received, deferring to police personnel to catalogue or otherwise secure personal property in the vehicle, for validation and chain of custody issues, unless otherwise instructed and supervised by law enforcement.

The office, located on the premises, is open during business hours (0700 to 1800 hours, Monday – Friday) and vehicles are available for release from impound and storage 24 hours a day, 7 days a week. Alternate hours, as directed by the City, will also be available by Mr. C's, to accommodate special City events.

A designated office area within the on-premise office is provided exclusively for use by law enforcement personnel, with access to a phone, facsimile/copier/computer and all necessary office supplies.

See photos as Attachment 1.

Staffing

Mr. C's has no 'blemish' of criminal or other illegal conduct or business practices, including no convictions of same, nor unethical or predatory business practices. Mr. C's has not been terminated from a towing service contract similar to the one which is the subject of this RFP. The character and integrity of Mr. C's is of paramount importance to Mr. C's. It is a member of the Better Business Bureau and holds an A rating. Mr. C's certifies that it takes all steps to satisfy or otherwise meet equal employment opportunity requirements and does not and has never engaged in the discrimination against any employee or applicant for employment because of race, color, ancestry, national origin, religion, sex, handicap or age.

General Manager, Jerry Brown, a retired law enforcement officer, retiring in 2002 in the rank of Lieutenant after more than 30 years of service, strives to maintain good relationships with all contracting agencies and good customer service. He has an intimate understanding of the needs and operations of a police department relative to services required from a tow service, as well as knowledge of relevant provisions of the California *Vehicle Code*. He is very community minded and participates with the South Gate Rotary Club, has held various leadership roles in Rotary District 5280, and is a Board member of the local Chamber of Commerce. He leads the Company in involvement in many City and Police Department activities for many of the cities in the surrounding Southeast area. The good relationships and customer service are further carried out by the Dispatcher and Office Manager, both of whom are regularly involved with release of vehicles and contact with members of the public, as well as the drivers and their supervisors, who are respectful of law enforcement and try to maintain good customer service.

The **Driver Manager** started his towing career almost 42 years ago as a driver. He is familiar with all aspects of the towing industry and is a Certified WreckMaster trainer. He has been with Mr. C's since incorporation in 2002. The **Driver Supervisor** has been in the towing industry for more than 15 years as a driver. He is familiar with all aspects of the towing industry and applicable laws and procedures. He has a WreckMaster's Certificate and has been employed by Mr. C's about 9 years.

A **Dispatch Operator** is on duty 24 hours a day, 365 days a year, providing the ability to maintain a telephonic point of contact for receiving City requests for services and to receive calls from the public 24 hours per day. The dispatching system is geared for prompt dispatching of calls, with corresponding prompt response, estimated at 10-15 minutes, based on the proximity of Mr. C's to the City, and analysis of other surrounding Cities of similar distance with whom Mr. C's has a towing contract. All tow trucks and base station are equipped with two-way radios, which provide the ability to maintain 24 hour per day communication contact with tow vehicles. All calls are recorded on carbon-copied call back book, by date and number, for a permanent record. The record includes the type of call, date, time, and location, and year, make and model of the vehicle. All such records are maintained in accordance with the business retention practice of at least three years.

Drivers employed by Mr. C's, all of whom are bilingual (English/Spanish) are carefully screened to ensure the quality of personnel necessary to interact with clients and members of the public. Mr. C's currently employs a total of 15 drivers and schedules drivers to meet the requirements of the RFP. They are highly qualified in towing and recovery and, once hired, obtain either WreckMaster, CTTA or AAA training/certification, if they do not already have one or the other at time of hiring.

Drivers have their driving record checked on a regular basis. Mr. C's participates in a DMV Pull Notice Program, enabling Mr. C's to be informed of any change to driver's driving status or record. The drivers are required to submit to random drug testing and, upon hiring, a criminal history check is performed.

Each driver wears a Mr. C's uniform, complete with nametag that is clearly visible. They are required to be neat and clean, with hair, mustaches and beards neatly trimmed/groomed. Each driver carries a change of uniform to ensure proper appearance and cleanliness.

Training involves a monthly update of company policies to ensure safety and consistency in the field. Statutes and changes in the law pertaining to towing are included in the monthly training, or more often, as circumstances dictate.

Upon selection of the towing contract, Mr. C's shall file with the Vernon Police Department, **for the exclusive use of the City, not available for public disclosure for privacy reasons**, the identifying information (name, address, date of birth, driver's license number), and any other information required, of any tow unit driver, and any subsequent driver, not later than ten (10) business days following the effective date of hiring. Mr. C's will further notify the Vernon Police Department of any tow truck driver fulfilling services to the City no longer in its employ, no later than ten (10) business days following the last date of employment.

Conduct

Consistent with its "A" Better Business Bureau rating, professionalism, ethical, lawful and competent actions are part of Mr. C's business practices by all persons employed by the Company. Consistent with its standard policies and procedures, all complaints made are investigated promptly with action, if, and as, appropriate, taken.

Trucks and Equipment

All tow vehicles and equipment of Mr. C's comply with all State and Federal requirements, where applicable, including marking of tow vehicles per the California *Vehicle Code*. Vehicles available to perform tow services to the City as provided in the RFP and Sec. 10.32.090 of Chapter 10.32 of the Vernon Municipal Code are capable of providing the following services: recovery truck(s) with an adjustable boom with a minimum lifting capacity of at least 4 tons, wheel lift towing, roll back/flatbed towing, towing in parking garages, towing from off-road areas, towing of large and oversized vehicles and towing of motorcycles without causing additional damage.

Mr. C's is aware of the requirement of at least 3 fully equipped and operational tow trucks be available for service to the City and are equipped for unlocking locked vehicles when requested to do so by Police employees (Sec. 10.32.090(D)).

The tow vehicles and equipment include the following:

UNIT #	YEAR	MAKE/MODEL	VIN	GVWR	TYPE
1	2014	FORD F-550		19,500	WL-C
2	2019	FORD F-450		19,500	WL-C
3	2001	GMC HD 3500		15,000	WL
4	2021	FORD F-550		19,500	WL-C
5	2014	HINO 258ALP		25,500	FB 2-CAR
6	2017	HINO 258ALP		25,500	FB 2-CAR
7	2019	CHEVY 5500HD		19,500	WL-C
8	2017	HINO 258ALP		25,500	MED
9	2017	FORD F-450		19,500	WL-C
11	2018	FORD F-550		18,000	WL-C
12	2017	FORD F-450		16,500	WL
14	2016	FREIGHT CASA		42,000	B RIG
15	2018	PETERBILT 389		65,000	B RIG
900	2016	FORD F-450		19,500	WL-C
901	2015	FORD F-450		19,500	WL-C
902	2020	FORD F-450		19,500	WL-C
903	2018	FORD F-450		19,500	WL-C
904	2020	HINO 258		25,500	FB 2-CAR
905	2020	HINO 258		25,500	FB 2-CAR
102	2019	CHEVY 6500		19,500	WL-C
108	2018	HINO 258		25,500	FB 2-CAR
114	2017	HINO 258		25,500	FB 2-CAR

LEGEND:

WL-C: Wheel Lift – Combo (w/boom) **FB:** Flatbed
WL: Wheel Lift **FB 2-CAR:** Flatbed 2-car carrier
B RIG: Heavy Duty Big Rig **Med:** Medium Duty

Mr. C's also has a vehicle lift (9000 lbs) and 3 forklifts.

All vehicles are on a preventative maintenance schedule, strictly followed, to ensure reliability and performance. All tow vehicles are inspected annually by the CHP. Additionally, all tow vehicles are inspected daily by the driver, who is assigned to his or her own vehicle. All of the vehicles are equipped with cleaning supplies and each driver takes pride in keeping his or her truck spotless.

Fees and Costs

Our proposed rates are comparable to the rate Mr. C's offers to other governmental entities for similar work and **not to exceed** as follows:

Towing fee	\$175.00 (passenger vehicle and truck)
Storage fee	\$55.00 per day

Fees and Costs

Our proposed rates are comparable to the rate Mr. C's offers to other governmental entities for similar work and **not to exceed** as follows:

Towing fee	\$175.00 (passenger vehicle and truck)
Storage fee	\$55.00 per day
Service fee	½ of the above towing fee

Service fees, referenced above, include, but are not limited to, the following: dollying, winching, clean up, after hour release fee, lock service and/or fuel service.

A large sign, posted in a clearly visible location at the office, lists all fees associated with our business. Mr. C's accepts cash, credit and debit cards for payment of fees for the release of vehicles upon presentation of proper identification.

For those vehicles towed/impounded and brought to Mr. C's yard, a licensed lien sale company, Clear Choice, complies with all California statutory requirements and sends written notice to the registered and legal owner(s) of the vehicle's location and location phone number, with release and other relevant information, within three (3) days of the vehicle being impounded. All lien related paperwork and filings are handled by Clear Choice. Lien sales are held every Wednesday. If circumstances permit, the vehicle's location and phone number of where the vehicle will be taken for impound is provided at the time of impound by the Impounding Officer.

Mr. C's will submit timely payment of franchise fees, calculated based upon the towing and related services performed at the request of the City, at the rate and time directed by the City, together with supporting report in a spreadsheet format as specified in the proposed Contract included in the RFP (and as referenced in Sec. 10.32.090). The report is prepared from the invoices and logbook information prepared concurrent with the call for service and maintained by Mr. C's in accordance with its retention practice for a minimum of three years. Books and records are made available by Mr. C's for inspection by the City. Franchise fees will be timely paid by, on or before the date designated by the City.

Ability of the Proposer to Perform (Qualifications)

In addition to the facility, personnel, truck and equipment, described above as the means and methods by which Mr. C's will execute a work plan for the scope of work contemplated by the RFP, all of which support Mr. C's ability to meet and/or exceed in its performance of the requirements of the RFP, Mr. C's submits the following additional information.

Permits/Licenses

Mr. C's maintains the following permits/licenses, all of which are current and in good standing:

State of CA Motor Carrier (0494530)	City of South Gate Business License
City of Bell Business License	City of Carson Business License
City of Compton Business License	City of Cudahy Business License
City of Downey Business License	City of Gardena Business License
City of Hawthorne Business License	City of Lynwood Business License
City of Los Angeles Business License	City of Pico Rivera Business License
City of Vernon Business License	

Insurance

Mr. C's maintains the following insurance policies (see Attachment 2) with the following limits

- | | |
|---------------------------------|-----------------------------------|
| ➤ Commercial General Liability | \$1 million/\$3 million aggregate |
| ➤ On-Hook Liability | \$100,000 |
| ➤ Business Automobile Liability | \$1 million |
| ➤ Garagekeepers Liability | \$500,000 |
| ➤ Workers' Compensation | ICW Statutory Limits |

If awarded the contract for services, the City will be identified as an Additional Named Insured with respect to General Liability as described in Section 10 of the Contract.

References

Mr. C's has been operating since 1986, with a record of outstanding, problem free service to other local cities and police departments in Los Angeles and Orange counties. Services provided include response to calls in the field and participating in DUI check points.

Mr. C's list of clients has grown over the years because of the attention to detail and to the needs and requirements of law enforcement agencies and includes the following for all locations:

AGENCY	LOCATION	SERVING SINCE
City of Bell Police Dept 323-585-1245	Bell Chief Carlos Isla	2014 - Present
City of Bell Gardens 562-806-7600	Bell Gardens Lt. Aguirre	10/2018 – Present
California Highway Patrol 714-892-4426	Westminster Patrick Goddard	1987 – Present
CHP (Evidence Contract) 714-892-4426	Westminster Patrick Goddard	1995 – Present
California Highway Patrol 323-980-4600	East Los Angeles Officer David Solorio	2003 – Present

AGENCY	LOCATION	SERVING SINCE
City of Huntington Park 323-584-6254	Huntington Park Chief Cozme Lozano	2016 - Present
Commerce (City of) 323-722-4805	Edgar Cisneros	5/2018 - Present
La Palma Police Dept. 714-690-3370	La Palma Capt. Enright	1991 - Present
Los Alamitos Police Dept. 562-594-7232	Los Alamitos Sgt. Krogman	1987 - Present
Los Angeles Sheriff's Dept 562-623-3506	East Los Angeles Capt. Bash	6/2017 - Present
Los Angeles Sheriff's Dept. 562-623-3500	Hawaiian Gardens Capt. Bash	1997 - Present
Los Angeles Sheriff's Dept. 562-623-3500	Lakewood Capt. Bash	1997 - Present
Lynwood (City of) 310-603-0220	Lynwood Ernie Hernandez	2017 - Present
Seal Beach Police Dept. 562-799-4100	Seal Beach Sgt. Ezrod	1992 - Present
Signal Hill Police Dept. 562-989-7200	Signal Hill Capt. Brian Leyn	1994 - Present
South Gate Police Dept. 323-563-5400	South Gate Chief Arakawa	Dec 2002- Present
Vernon (City of) 323-587-5171	Vernon Chief Soza	10/2019 - Present

Affidavit of Non-Collusion

See Affidavit Attachment 3.

Closing Statement

Mr. C's has made every effort to address all pertinent factors set forth in the RFP and in the order proposed, for consideration by the City, with sufficient detail demonstrating that Mr. C's meets or, in many instances, exceeds, the requirements set forth in the RFP, avoiding generalities or ambiguities/vagueness. Should there be any issues not fully discussed, or questions that develop, Mr. C's will promptly address any such issues of concern in person, by phone and/or in writing.

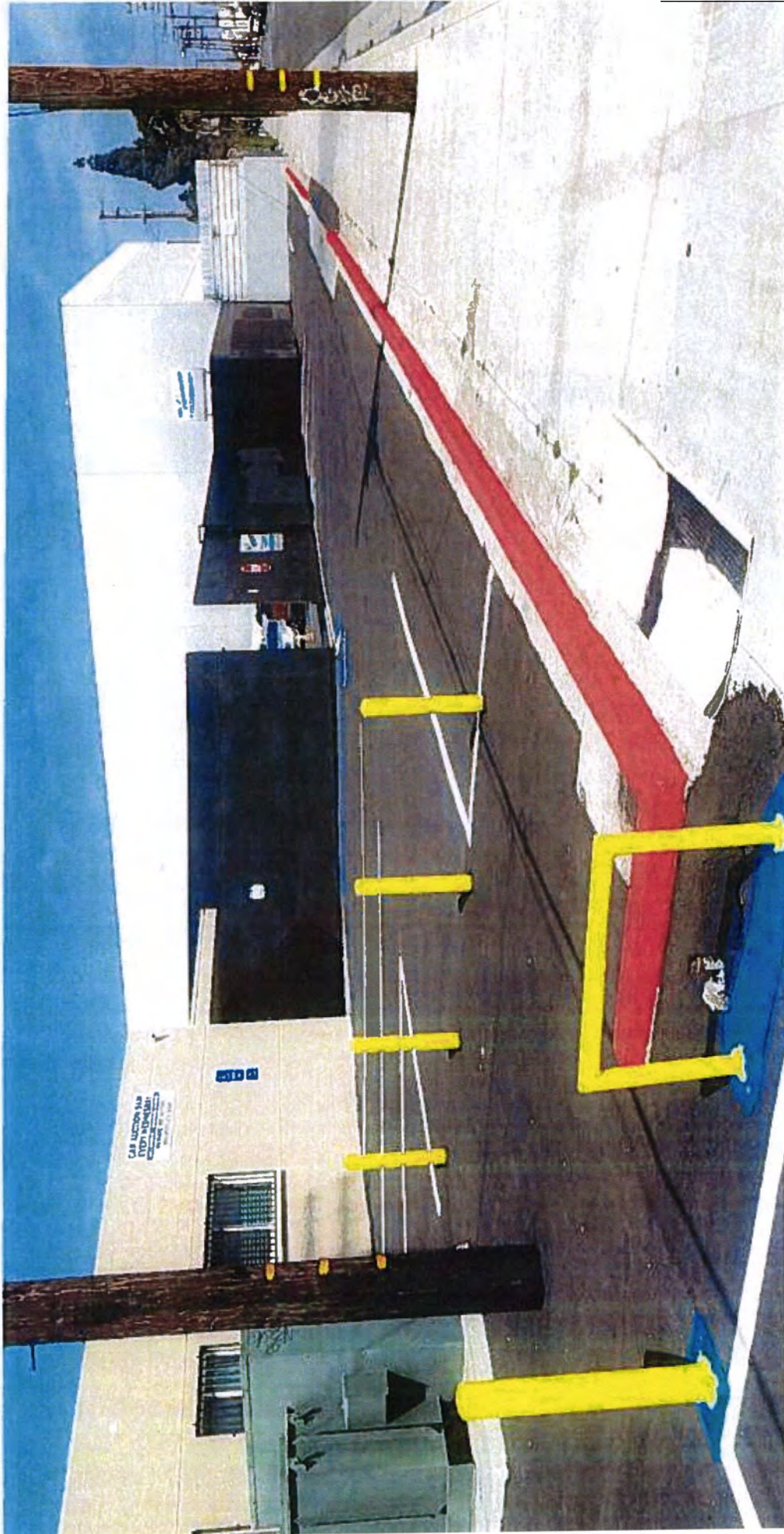
Respectfully submitted,

Mr. C's Of South Gate, Inc



KURTIS McELROY
President

ATTACHMENT 1 – FACILITY PHOTOGRAPHS



Office & Customer Parking



Front Gate of Verd

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ATTACHMENT 2 – CERTIFICATE OF INSURANCE

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ATTACHMENT 3 – AFFIDAVIT OF NON-COLLUSION

EXHIBIT B
THE EQUAL EMPLOYMENT OPPORTUNITY
PRACTICES PROVISIONS

- A. Franchisee certifies and represents that, during the performance of this Agreement, the Franchisee and each subcontractor shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religious creed, color, national origin, ancestry, handicap, sex, or age. Franchisee further certifies that it will not maintain any segregated facilities.
- B. Franchisee agrees that it shall, in all solicitations or advertisements for applicants for employment placed by or on behalf of Franchisee, state that it is an "Equal Opportunity Employer" or that all qualified applicants will receive consideration for employment without regard to their race, religious creed, color, national origin, ancestry, handicap, sex or age.
- C. Franchisee agrees that it shall, if requested to do so by the City, certify that it has not, in the performance of this Agreement, discriminated against applicants or employees because of their membership in a protected class.
- D. Franchisee agrees to provide the City with access to, and, if requested to do so by City, through its awarding authority, provide copies of all of its records pertaining or relating to its employment practices, except to the extent such records or portions of such records are confidential or privileged under state or federal law.
- E. Nothing contained in this Agreement shall be construed in any manner as to require or permit any act which is prohibited by law.

ORDINANCE NO. 1285

AN UNCODIFIED ORDINANCE OF THE CITY COUNCIL OF THE CITY OF VERNON GRANTING A NON-EXCLUSIVE FRANCHISE TOWING SERVICES AGREEMENT TO TOWWERKS, LLC. (DBA VIERTEL'S CENTRAL / NORTHEAST DIVISION)

SECTION 1. Recitals.

- A. The City of Vernon (City) is a municipal corporation and a chartered city of the State of California organized and existing under its Charter and the Constitution of the State of California.
- B. The City Council of the City of Vernon is authorized by City Charter Chapter 8.9 to grant a franchise in the City of Vernon to any person, firm, corporation, or other entity and to set terms, conditions, restrictions and limitations by ordinance.
- C. On October 2, 2012, the City Council of the City of Vernon adopted Ordinance No. 1198 adding Chapter 10.32 (formerly Chapter 4B) to the Vernon Municipal Code to establish a non-consensual franchise towing fee.
- D. On or about April 14, 2022, the Vernon Police Department issued a Request for Proposals for the City's Franchise Tow Fee Program.
- E. After reviewing the proposals, and after a duly noticed public hearing, it was determined that the proposal submitted by Towwerks, LLC. (dba Viertel's Central / Northeast Division) (Towwerks) complies with Chapter 10.32 of the Vernon Municipal Code, and that Towwerks has agreed to comply with all provisions of this Chapter.
- F. The City Council of the City of Vernon desires to grant a non-exclusive police towing franchise to Towwerks, subject to the terms and conditions set forth in the Franchise Towing Services Agreement (Franchise Agreement). The franchise shall be for a term of three (3) years, if a written Franchise Agreement has been fully executed by the franchisee and all other requirements of the Franchise Agreement and Chapter 10.32 have been met by the franchisee.

THE CITY COUNCIL OF THE CITY OF VERNON HEREBY ORDAINS:

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct and are a substantial part of this ordinance.

SECTION 3. The City Council of the City of Vernon, pursuant to Chapter 10.32 of the Vernon Municipal Code, hereby approves the Franchise Agreement with Towwerks, LLC. (dba Viertel's Central / Northeast Division), in substantially the same form attached hereto as Exhibit A. The grant of franchise is based on the certifications that franchisee shall comply with all provisions of Chapter 10.32 and the Franchise Agreement.

SECTION 4. The City Council of the City of Vernon hereby authorizes the City Administrator to execute said Agreement for, and on behalf of, the City of Vernon and the City Clerk is hereby authorized to attest thereto.

SECTION 5. The City Council hereby instructs the City Administrator, or his designee, to take whatever actions are deemed necessary or desirable for the purpose of implementing and carrying out the purposes of this Ordinance and the transactions herein approved or authorized, including but not limited to, any non-substantive changes to the Agreement attached herein.

SECTION 6. Any ordinance or parts of an ordinance in conflict with this Ordinance are hereby repealed.

SECTION 7. Any provision of the Vernon Municipal Code or appendices thereto inconsistent with the provisions of this Ordinance, to the extent of such inconsistencies and no further, is repealed or modified to that extent necessary to affect the provisions of this Ordinance.

SECTION 8. If any section, subsection, paragraph, sentence, clause, phrase, or portion thereof, of this Ordinance is declared by a court of competent jurisdiction to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this Ordinance. The City Council hereby declares that it would have adopted this Ordinance, and each section, subsection, paragraph, sentence, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, paragraphs, sentences, clauses, phrases, or portions thereof, be declared invalid or unconstitutional. To this end, the provisions of this Ordinance are declared to be severable.

SECTION 9. The City Clerk shall certify the adoption and publish this ordinance as required by law.

SECTION 10. This ordinance shall become effective after the thirtieth day following its adoption.

APPROVED AND ADOPTED this ___ day of _____, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney

FRANCHISEE TOWING SERVICES AGREEMENT BETWEEN THE CITY OF
VERNON AND TOWWERKS, LLC. (DBA VIERTEL'S CENTRAL / NORTHEAST DIVISION)

COVER PAGE

Franchisee:	Towwerks, LLC. (dba Viertel's Central / Northeast Division)
Responsible Principal of Franchisee:	Randy Steinberg, Owner
Notice Information - Franchisee:	Towwerks, LLC. (dba Viertel's Central / Northeast Division) 2010 N. Figueroa Street Los Angeles, CA 90065 Attention: Randy Steinberg, Owner Phone: (213) 687-1003 Facsimile: (323) 544-4866
Notice Information - City:	City of Vernon 4305 Santa Fe Avenue Vernon, CA 90058 Attention: Robert Sousa, Chief of Police Telephone: (323) 583-8811 ext. 114 Facsimile: (323) 826-1483
Commencement Date:	Upon the effective date of the City of Vernon ordinance granting franchise to Viertel's Central / Northeast Division
Termination Date:	Three (3) years after commencement date, inclusive.
Consideration:	Payment is made by Franchisee to City pursuant to Section 3 of this Agreement. Payment is made to Franchisee by City pursuant to Section 5 of this Agreement.
Records Retention Period	Three (3) years, pursuant to Sections 7 and 15.3 herein

FRANCHISEE TOWING SERVICES AGREEMENT BETWEEN THE CITY OF VERNON
AND TOWWERKS, LLC. (DBA VIERTEL'S CENTRAL / NORTHEAST DIVISION)

This Agreement is made and entered into by and between the City of Vernon (City), a California charter City and California municipal corporation, and Towwerks, LLC. (dba Viertel's Central / Northeast Division (Franchisee), a Limited Liability Company with its principal place of business at 2010 N. Figueroa Street, Los Angeles, CA 90065 (Parties) to provide towing services to the City.

The Parties agree as follows:

RECITALS

WHEREAS, Franchisee shall provide police towing services to the City of Vernon as set forth in the City's Request for Proposal issued on or about April 14, 2022, and titled Request for Proposals Franchise Tow Fee Program, and Franchisee's proposal to the City (Proposal) dated April 28, 2022, Exhibit A, a copy which is attached to and incorporated into this Agreement, by reference.

WHEREAS, pursuant to Chapter 10.32 of the Vernon Municipal Code, Franchisee has applied for a Police Towing Franchise (Franchise); and

WHEREAS, the City Council has held a public hearing for the purpose of hearing persons in favor of or in opposition to the granting of such Franchise; and

WHEREAS, the City Council has determined that Franchisee has demonstrated compliance with Chapter 10.32 of the Vernon Municipal Code and has agreed to comply with all provisions of that Chapter; and

WHEREAS, it is required that City and Franchisee enter into a Franchise Towing Services Agreement (Agreement) for Police Towing services in the City of Vernon; and

WHEREAS, additional conditions have been imposed upon this grant of Franchise.

NOW, THEREFORE, the Parties do hereby agree as follows:

Section 1. GRANT OF FRANCHISE.

City grants to Franchisee a Police Towing Franchise authorizing Franchisee to engage in the business of Police Towing as set forth in Chapter 10.32 of the Vernon Municipal Code in the City of Vernon and to use the public streets and rights of way for such purpose. This grant is pursuant to the City's Request for Proposal and to Franchisee's proposal for the Franchise. Franchisee is subject to Chapter 8.9 of the Charter of the City of Vernon, the terms and conditions specified in Chapter 10.32 *et seq.*, of the Vernon Municipal Code, the terms and conditions specified in all related resolutions, the terms and conditions of this Agreement, and the representations and assurances in Franchisee's application for the Franchise.

Section 2. TERM OF FRANCHISE.

The term of this Franchise granted to Franchisee shall be for three (3) years, commencing upon the effective date of the City of Vernon ordinance granting the Franchise (the Effective Date) to the date that is three (3) years from the Effective Date, inclusive.

Section 3. FRANCHISE FEES.

3.1 During the term of the Franchise, Franchisee shall pay a franchise fee to City in an amount equal to 5% of Franchisee's gross annual receipts arising from the use, operation or possession of the Franchise, which fees shall be assessed from the date on which the ordinance granting this Franchise became effective and in accordance with Section 10.32.080 of the Vernon Municipal Code and any Resolution adopted by the City Council and in such other amounts as are set forth in any subsequent resolutions that may be adopted by the City Council at any time during the term of the Agreement.

3.2 The Franchisee shall file with the City Clerk of the City, within three (3) months after the expiration of the calendar year, or fractional calendar year, following the date of the granting of this franchise, and within three (3) months after the expiration of each calendar year thereafter, a verified statement showing in detail the total gross receipts for the Franchisee derived during the preceding calendar year, or such fractional calendar year, from the provision of official police towing services within the limits of the City. The Franchisee shall pay to the City within fifteen (15) days after the time for filing said statement, in lawful money of the United States, the aforesaid percentage of its gross receipt for the calendar year, or fractional calendar year, covered by said statement. Any neglect, omission or refusal by Franchisee to file said verified statement, or to pay said percentage at the times or in the manner hereinbefore provided, shall constitute grounds for the declaration of forfeiture of this Franchise and of all rights of Franchisee hereunder pursuant to the procedures set forth in Sections 11 and 12 herein. However, Franchisee has the ability to cure. Further, the City is responsible for insuring that Franchisee has the appropriate financial institution information for electronic transfer of the franchise fee in a timely manner. Any delays caused by incorrect financial institution information shall not constitute grounds for the declaration of a forfeiture of this Franchise.

3.3 Franchisee shall timely pay all required franchise fees to:

City of Vernon
Attention: Finance Director
4305 Santa Fe Avenue
Vernon, CA 90058

Each payment shall be accompanied by a written statement, verified by the Franchisee or a duly authorized representative of the Franchise, showing in such form and detail as the Finance Director of the City of Vernon may prescribe, the calculation of the franchise fee payable by the Franchisee and such other information as the Finance Director may require as material to a determination of the amount due.

3.4 The first payment of the franchise fee will be due on October 15, 2022, and payments shall be due monthly thereafter on the 15th day of each month.

3.5 When Franchisee remits franchise fees to the City, such franchise fees shall be deemed timely paid only if delivered or postmarked on or before the due date. If fees

are not timely paid, Franchisee shall be subject to suspension or termination of the Franchise pursuant to Section 14 of this Agreement and/or to any other penalties which may be established and assessed by the City, including, but without limitation, late fees assessed at the rate of five percent (5%).

Section 4. TOWING SERVICES.

4.1 Franchisee shall provide Police Towing services, as set forth in the City's Request for Proposals, and which includes, but without limitation, strictly adhering to the eligibility requirements, operating regulations, fees schedules, standards for tow truck equipment, standard rules of operation, response time, inspection, information regarding new or terminated tow truck drivers, tow driver training, and as set forth in Exhibit A which is Franchisee's response to the City's Request for Proposals. All services by Franchisee shall comply with all provisions of federal, state and local law and regulation, including, but without limitation Chapter 10.32 of the Vernon Municipal Code.

4.2 Franchisee understands and agrees that, although the City is granting it a franchise as a police towing service, the City may requisition towing services from other service providers as set forth in Section 10.32.120 of the Vernon Municipal Code, or if Franchisee is otherwise unavailable for any reason, in the reasonable discretion of the Vernon Chief of Police and including, but without limitation, suspension or termination of the Franchisee.

Section 5. RATES, CHARGES AND PAYMENT.

5.1 The rates and charges for towing and storage in connection with this Franchise shall be established by the City Council. The prevailing rates prescribed by the Southern Division of the California Highway Patrol, the Los Angeles Police Department, and the Los Angeles County Sheriff will be considered when establishing these rates. The rate per impound shall be \$175.00 and the storage charge shall be \$52.00 per day, until otherwise modified by the City Council. A sign showing the approved rates and charges shall be conspicuously posted in the Franchisee's tow office and shall be posted in a conspicuous place in the interior of each tow truck operated by Franchisee. Franchisee shall provide vehicle owners the option of payment by MasterCard and Visa. Franchisee must provide for after-hours releases of vehicles, and may collect an after-hour release fee. Any after-hours release fee shall not exceed one half (½) of the impound fee.

Section 6. REPORTS.

Franchisee shall file a monthly towing report with the Chief of Police along with payment of its monthly franchise fees. The report shall be submitted to:

Chief of Police
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058

The report shall include the information required by Section 10.32.100(H) of the Vernon Municipal Code for Franchisee and its subcontractors, certified as true and correct under penalty of perjury by a responsible owner or official of the Franchisee.

Section 7. FRANCHISEE'S RECORDS.

7.1 The Franchisee shall maintain accurate and complete books and accounts of all revenues and income arising out of its operations under the Franchise and in a manner, which conforms with generally accepted accounting principles. Franchisee's books, accounts and records, arising out of or related to its operation under the Franchise, shall at all times be open to inspection, examination and audit by authorized officers, employees and agents of the City. Such records shall be kept at franchisee's place of business shown in this Agreement for receipt of notices.

7.2 Franchisee shall require its subcontractors, if any, who perform Police Towing services in connection with the Franchise to keep and maintain books of account and other records showing all business transactions conducted by such subcontractors in connection with the Franchise. Franchisee agrees to use its best efforts to avoid duplication of reporting between Franchisee and its subcontractors.

Section 8. TOW VEHICLE AND DRIVER, REPORTING, COMPLIANCE, AND IDENTIFICATION.

8.1 Franchisee shall maintain on file with the City, a complete and accurate listing of every vehicle operated by Franchisee for police towing services. Franchisee shall certify, in a form acceptable to City, that every such vehicle conforms with regional and State vehicle emission standards ("emission standards"), and shall provide documentation of compliance on written request of the City. Franchisee understands and agrees that failure to conform with emission standards may result in suspension, termination or non-renewal of a Franchise.

8.2 Every vehicle operated by Franchisee and for Police Towing services in the City shall bear the following identification: Franchisee's trade name, monogram or insignia, the Franchise vehicle number, together with Franchisee's telephone number painted upon both sides of the vehicle. All lettering mentioned in this paragraph shall be not less than 2-1/4" in height and not less than 5/6" stroke. The Franchisee agrees to remove the Franchise vehicle number and all other information within 30 calendar days after the Franchise is terminated or the vehicle is sold, transferred or taken out of service.

8.3 Franchisee shall file with the Vernon Police Department, the name, address, date of birth, driver's license number, and all identification required of any tow unit driver working for Franchisee, whether as an employee or as a contractor, which information shall be filed not later than ten (10) business days following the effective date of employment or engagement. Franchisee shall also notify the Vernon Police Department within ten (10) business days of the following occurrences: the license suspension of any tow unit driver, and the end of employment, or engagement, of any tow unit driver with Franchisee.

Section 9. INDEMNIFICATION OF CITY.

9.1 Franchisee shall indemnify and hold the City harmless from and against any and all loss, damages, liability, claims, suits, costs and expenses, fines, charges or penalties whatsoever, including reasonable attorney's fees, regardless of the merit or outcome of any such claim or suit, arising from or in any manner related to the services provided or business conducted under Chapter 10.32 of the Vernon Municipal Code or otherwise pursuant to this Agreement.

9.2 Franchisee shall indemnify the City, defend with counsel approved by the City, protect and hold harmless the City, its officers, employees, agents, assigns, and any successor or successors to the City's interest from and against all claims, actual damages (including but not limited to special and consequential damages), natural resources damage, punitive damages, injuries, costs, response, remediation and removal costs, losses, demands, debts, liens, liabilities, causes of action, suits, legal or administrative proceedings, interest, fines and charges, penalties and expenses (including, but not limited to, attorneys' and expert witness fees and costs incurred in connection with defending against any of the foregoing or in enforcing this indemnity) of any kind whatsoever paid, incurred or suffered by, or asserted against, the City or its officers, employees, agents or the Franchisee arising from or attributable to any repair, remediation, cleanup or detoxification, or preparation and implementation of any removal, remedial, response, or closure or other plan (regardless of whether undertaken due to governmental action) concerning any hazardous substance or hazardous waste at any place where the Franchisee stores or dispose of solid or hazardous waste. The foregoing indemnity is intended to operate as an Agreement pursuant to the Comprehensive Environmental Response, Compensation and Liability Act, 42 United States Code Section 9607, and California Health and Safety Code Section 25364, and any successor provisions, to insure, protect, hold harmless, and indemnify the City from liability.

Section 10. INSURANCE.

Franchisee shall, at its own expense, procure and maintain policies of insurance of the types and in the amounts set forth below, for the duration of the Agreement, including any extensions thereto. The policies shall state that they afford primary coverage.

- i. Automobile Liability with minimum limits of at least \$2,000,000 combined single limit, including owned, hired, and non-owned liability coverage.

(1) MCS 90 Endorsement must be attached to the auto liability policy.
- ii. Garage Keeper Legal Liability insurance with coverage limits of no less than \$1,000,000 for damage to a vehicle towed, impounded or otherwise stored by Franchisee.
- iii. On-Hook Liability insurance with coverage limits of no less than \$1,000,000 for damage to any vehicle towed by Franchisee or otherwise connected to any of Franchisee's tow trucks.
- iv. Franchisee agrees to subrogate automobile liability resulting from performance under this agreement by agreeing to defend, indemnify and hold harmless, the City, and its respective employees, agents, and City Council from and against all claims, liabilities, suits, losses, damages, injuries and expenses, including all costs and reasonable attorney's fees ("Claims"), which are attributable to any act or omission by the City under the performance of the services.
- v. General Liability with minimum limits of at least \$2,000,000 per occurrence and \$2,000,000 aggregate written on an Insurance Services Office (ISO) Comprehensive General Liability "occurrence" form or its equivalent for coverage on an occurrence basis. Premises/Operations

and Personal Injury coverage is required. The City of Vernon, its directors, commissioners, officers, employees, agents, and volunteers must be endorsed on the policy as additional insureds as respects liability arising out of the Franchisee's performance of this Agreement.

- (1) If Franchisee employs other contractors as part of the services rendered, Contractor's Protective Coverage is required. Franchisee may include all subcontractors as insureds under its own policy or shall furnish separate insurance for each subcontractor, meeting the requirements set forth herein.
- (2) Franchisee agrees to subrogate General Liability resulting from performance under this agreement by agreeing to defend, indemnify and hold harmless, the City, and its respective employees, agents, and City Council from and against all claims, liabilities, suits, losses, damages, injuries and expenses, including all costs and reasonable attorney's fees ("Claims"), which are attributable to any act or omission by the City under the performance of the services.

vi. Franchisee shall comply with the applicable sections of the California Labor Code concerning workers' compensation for injuries on the job. In addition, Franchisee shall require each subcontractor to similarly maintain workers' compensation insurance in accordance with the laws for California for all of the subcontractor's employees. Compliance is accomplished in one of the following manners:

- (1) Provide copy of permissive self-insurance certificate approved by the State of California; or
- (2) Secure and maintain in force a policy of workers' compensation insurance with statutory limits and Employer's Liability Insurance with a minimal limit of \$1,000,000 per accident. The policy shall be endorsed to waive all rights of subrogation against City, its directors, commissioners, officers, employees, and volunteers for losses arising from performance of this Agreement; or
- (3) Provide a "waiver" form certifying that no employees subject to the Labor Code's Workers' Compensation provision will be used in performance of this Agreement.

vii. Each insurance policy included in this clause shall be endorsed to state that coverage shall not be cancelled except after thirty (30) days' prior written notice to City.

viii. Insurance shall be placed with insurers with a Best's rating of no less than A-VIII.

ix. Prior to commencement of performance, Franchisee shall furnish City with a certificate of insurance for each policy. Each certificate is to be signed by a person authorized by that insurer to bind coverage on its

behalf. The certificate(s) must be in a form approved by City. City may require complete, certified copies of any or all policies at any time.

- x. Failure to maintain required insurance at all times shall constitute a default and material breach. In such event, Franchisee shall immediately notify City and cease all performance under this Agreement until further directed by the City. In the absence of satisfactory insurance coverage, City may, at its option: (a) procure insurance with collection rights for premiums, attorney's fees and costs against Franchisee by way of set-off or recoupment from sums due to Franchisee, at City's option; (b) immediately terminate this Agreement and seek damages from the Agreement resulting from said breach; or (c) self-insure the risk, with all damages and costs incurred, by judgment, settlement or otherwise, including attorney's fees and costs, being collectible from Franchisee, by way of set-off or recoupment from any sums due to Franchisee.

Section 11. TERMINATION AND SUSPENSION.

The City may terminate this Agreement, without cause, by giving the Franchisee thirty (30) days written notice of such termination and the effective date thereof. The City may terminate this Agreement, with cause, by giving the Franchisee (10) days written notice of such termination and the effective date thereof. Cancellation for cause shall be at the discretion of the City and shall be, but is not limited to, failure to supply the materials, equipment or service specified within the time allowed or within the terms, conditions or provisions of this agreement. Upon notice of cancellation or suspension, the contract holder shall be given five (5) days' notice to appear before the Chief of Police or designee to show why the contract should not be revoked, in accordance with Vernon Municipal Code Chapter 10.32.130. The Franchisee may not cancel this Agreement without prior written consent from the Vernon Chief of Police.

Section 12. TEMPORARY SUSPENSION.

In addition to termination or suspension as set forth in Section 11, above, the Chief of Police may temporarily suspend any Franchisee without a hearing, whenever the continued operation by the Franchisee would constitute a danger to public health, safety, welfare or public morals, including, without limitation, where there is a failure to maintain the minimum levels and standards of liability insurance or claims reserve or failure to keep in full force and effect any applicable licenses or permits required by federal, state, local law, or regulation. The notice of temporary suspension may be personally delivered to the party named and to the address given on the application pursuant to which such Franchise was issued and to the notice address stated herein, if different, or, mailed by registered or certified mail to the party named at the address given on the application pursuant to which such Franchise was issued and to the notice address stated herein, if different. Notwithstanding other notice provisions of this Agreement, the temporary suspension is effective upon the earlier of either receipt or the expiration of 3 days from the date of mailing. The notice of temporary suspension shall include a notice of the date and time for termination hearing and all other information required by the Vernon Municipal Code. The temporary suspension shall remain effective until the decision on suspension or termination is made unless the suspension is lifted by written notice of the Chief of Police.

Section 13. ACCEPTANCE, WAIVER.

Franchisee agrees to be bound by and comply with all the requirements of Chapter 10.32 and this Agreement. By entering into this Agreement, Franchisee waives, to the maximum extent permitted by law, Franchisee's right to challenge the terms of this Agreement and of Chapter 10.32 under federal, state or local law, or under administrative regulation, as such laws and regulations exist as of the date of signing of this Agreement.

Section 14. GENERAL TERMS AND CONDITIONS.

14.1 INDEPENDENT STATUS. It is understood that in the performance under this Agreement, Franchisee shall be, and is, an independent operator, and is not an agent, contractor, or employee of City and shall furnish services in its own manner and method. Further, Franchisee has and shall retain the right to exercise full control over the employment, direction, compensation and discharge of all persons employed by Franchisee in its business operations. Franchisee shall be solely responsible for, and shall indemnify, defend and save City harmless from all matters relating to the payment of its employees, including compliance with social security, withholding and all other wages, salaries, benefits, taxes, exactions, and regulations of any nature whatsoever.

14.2 FRANCHISE NOT AGENT. Franchisee and its subcontractors shall have no authority, express or implied, to act on behalf of or bind the City in any capacity whatsoever as agents or otherwise.

14.3 WAIVER. The City's waiver of any term, condition, breach or default of this Agreement shall not be considered to be a waiver of any other term, condition, default or breach, nor of a subsequent breach of the one waived.

14.4 NO ASSIGNMENT. The Franchisee shall not assign or transfer any interest in this Agreement without the express prior written consent and approval of City Council.

14.5 COMPLIANCE WITH LAWS. Franchisee shall comply with all Federal, State, County and City laws, ordinances, resolutions, rules and regulations, which are, as amended from time to time, incorporated herein and applicable to the performance hereof.

14.6 ATTORNEY'S FEES. If any action at law or in equity is brought to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs and necessary disbursements in addition to any other relief to which such party may be entitled.

14.7 INTERPRETATION.

14.7.1 Applicable Law. This Agreement, and the rights and duties of the parties hereunder (both procedural and substantive), shall be governed and construed according to the laws of the State of California.

14.7.2 Entire Agreement. This Agreement, including any Exhibits attached hereto and any documents explicitly referenced herein, constitutes the entire agreement and understanding between the parties regarding its subject matter and supersedes

all prior or contemporaneous negotiations, representations, understandings, correspondence, documentation and agreements (written or oral).

14.7.3 Written Amendment. This Agreement may only be changed by written amendment signed by Franchisee and the City Administrator or other authorized representative of the City, subject to any requisite authorization by the City Council. Any oral representations or modifications concerning this Agreement shall be of no force or effect.

14.7.4 Severability. If any provision in this Agreement is held by any court of competent jurisdiction to be invalid, illegal, void, or unenforceable, such portion shall be deemed severed from this Agreement, and the remaining provisions shall nevertheless continue in full force and effect as fully as though such invalid, illegal, or unenforceable portion had never been part of this Agreement.

14.7.5 Choice of Forum. The parties hereby agree that this Agreement is to be enforced in accordance with the laws of the State of California, is entered into and is to be performed in the City of Vernon and that all claims or controversies arising out of or related to performance under this Agreement shall be submitted to and resolved in a forum within the County of Los Angeles at a place to be determined by the rules of the forum.

14.7.6 Order of Precedence. In case of conflict between the terms of this Agreement and the terms contained in any document attached as an Exhibit or otherwise incorporated by reference, the order of precedence is as follows: Charter the City of Vernon, the Vernon Municipal Code, the ordinance granting this Franchise, resolutions of the City of Vernon, this Agreement, the City's Request for Proposals for Official Police Towing Services, and Franchisee's Response to the City's Request for Proposals for Official Police Towing Services.

14.8 AUTHORITY OF FRANCHISEE. The Franchisee hereby represents and warrants to the City that the Franchisee has the right, power, legal capacity and authority to enter into and perform its obligations under this Agreement, and its execution of this Agreement has been duly authorized.

Section 15. ADDITIONAL ASSURANCES.

15.1 EQUAL EMPLOYMENT OPPORTUNITY PRACTICES.

Franchisee certifies and represents that, during the performance of this Agreement, Franchisee and any other parties with whom it may subcontract shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religion, color, national origin, ancestry, disability, sex, age, medical condition, marital status. Franchisee further certifies that it will not maintain any segregated facilities. Franchisee further agrees to comply with The Equal Employment Opportunity Practices provisions as set forth in Exhibit B.

15.2 BUSINESS LICENSES. Franchisee shall obtain, and pay any and all costs associated therewith, any Vernon Business License, which may be required by the Vernon Municipal Code and all permits, and licenses applicable to Franchisee's operations under this Franchise, which are required of Franchisee by any governmental agency.

15.3 MAINTENANCE AND INSPECTION OF RECORDS.

The City, or its authorized auditors or representatives, shall have access to and the right to audit and reproduce any of the Franchisee's records to the extent the City deems necessary to insure it is receiving all money to which it is entitled under the Agreement and/or is paying only the amounts to which Franchisee is properly entitled under the Agreement or for other purposes relating to the Agreement.

The Franchisee shall maintain and preserve all such records for a period of at least three (3) years after termination of the Agreement.

The Franchisee shall maintain all such records in the City of Vernon. If not, the Franchisee shall, upon request, promptly deliver the records to the City of Vernon or reimburse the City for all reasonable and extra costs incurred in conducting the audit at a location other than the City of Vernon, including, but not limited to, such additional (out of the City) expenses for personal, salaries, private auditors, travel, lodging, meals and overhead.

15.4 CONFLICT. Franchisee hereby represents warrants and certifies that no member, officer or employee of the Franchisee is a director, officer or employee of the City of Vernon, or a member of any of its boards, commissions or committees, except to the extent permitted by law.

Section 16. PREVAILING WAGES

The provisions of California Labor Code 1770, et seq., regarding the payment of prevailing wages on public works, and related regulations, apply to all City contracts. In addition, the selected tow service companies and/or any subcontractor must be currently registered and qualified (including payment of any required fee) with the State Department of Industrial Relations pursuant to Labor Code section 1725.5 (with limited exceptions for bid purposes only under Labor Code Section 1771.1(a)). This project is subject to compliance monitoring and enforcement by the State Department of Industrial Relations.

Section 17. NOTICES.

Except as otherwise provided in this Agreement, all notices required by this Agreement or by Chapter 10.32 of the Vernon Municipal Code shall be given by personal service or by deposit in the United States mail, postage pre-paid and return receipt requested, addressed to the parties as follows:

To City: Chief of Police
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058

Copies to: Director of Finance
City of Vernon
4305 Santa Fe Avenue
Vernon, CA 90058

Franchisee: Towwerks, LLC. (dba Viertel's Central /Northeast Division)
Attention: Randy Steinberg, Managing Member/Owner
2010 N. Figueroa Street
Los Angeles, CA 90065

Notice shall be deemed effective on the date personally served or, if mailed, three days the date deposited in the mail.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date set forth below.

City of Vernon, a California charter City
and California municipal corporation

Towwerks, LLC. (dba Viertel's Central /
Northeast Division), a Limited Liability
Company

DATED: _____

DATED: _____

Carlos Fandino, City Administrator

By: _____

Name: _____ Randy Steinberg

Title: _____ Managing Member - Owner

ATTEST:

By: _____

Lisa Pope, City Clerk

Name: _____ Cecilio Nunez

Title: _____ General Manger

APPROVED AS TO FORM:

Zaynah N. Moussa,
Interim City Attorney

EXHIBIT A
FRANCHISEE'S PROPOSAL

TOWWERKS LLC.

**DBA VIERTEL'S CENTRAL / NORTHEAST DIVISION
2010 N FIGUEROA ST
LOS ANGELES, CA. 90065**

**City of Vernon
Request for Proposals (RFP)**

Franchise Tow Fee Program



**City of Vernon
Police Department
4305 Santa Fe Avenue, Vernon, CA 90058
Phone: (323) 587-5171**

TOWWERKS LLC.
DBA VIERTEL'S CENTRAL / NORTHEAST DIVISION
2010 N FIGUEROA ST
LOS ANGELES, CA. 90065

04/28/2022
CITY OF VERNON
ATTN: NICHOLAS PEREZ, LIEUTENANT
4305 SANTA FE AVENUE
VERNON, CA 90058

RE: Request for Proposal – Towing Contract

I am pleased to forward the attached response to the City of Vernon's Request for Proposal ("RFP") for the grant of a 3 year term as the Official Police Tow for the City of Vernon to provide towing and storage services to the Vernon Police Department and other related city of Vernon agencies. I am the Owner of Towwerks, LLC. DbA Viertel's Central / Northeast Division and are hereby making our formal "RFP" for the aforementioned contract. This proposal shall remain valid for 90 Days from the date of submittal.

I am confident that Viertel's Central / Northeast Division will provide un-paralleled levels of service to the City of Vernon, the Vernon Police Department and all other city entities as well as to the civilian customers which will all be treated with professional and courteous service. We are located 6.5 miles away from the City of Vernon. We have reviewed all of the contractual requirements and we are confident that we meet and exceed all requirements. As I hope you will determine from our past performance of our contract with the City of Los Angeles and from the financial information that we have enclosed, Viertel's Central / Northeast Division is confident that we have more than ample resources to provide the Vernon Police Department and the City of Vernon with first class towing and storage facilities. Viertel's Central / Northeast Division looks forward to providing exemplary service to the City of Vernon, the Vernon Police Department, and the civilian consumers.

Pepe's Towing will be our back up Heavy Duty Contractor if needed. Located at 918 S. Boyle Ave. Los Angeles Ca, 90023. Contact person Jose Acosta (Owner) [REDACTED]

Cecilio Nunez is the General Manager of Viertel's Central / Northeast Division and will be the Primary contact person during the evaluation period. The business address above will serve as his address as required by the RFP. His cell phone number is [REDACTED]

On behalf of myself and all the employees of Viertel's Central / Northeast Division, we look forward to the approval of yourself and the members of the review committee.

Respectfully yours,
Towwerks LLC


RANDY STEINBERG – OWNER

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INTRODUCTION

INTRODUCTION

EXECUTIVE SUMMARY

Responding Party: Towwerks LLC. Db a Viertel's Central / Northeast Division
2010 N. Figueroa Street, Los Angeles, CA 90065
Phone: (213) 687-1003
Fax: (323) 544-4866

Principals: Randy Steinberg - Managing Member/Owner

Contract Number: Pending

Key Personnel: Cecilio Nunez – Patricia Garcia – Richard Lopez – Felix Rangel

Employees: 27 employees (including managers & supervisors)

Facilities: 2010 N. Figueroa Street, Los Angeles, CA 90065 – Main Office
704 N. Mission Road, Los Angeles, CA 90033 - Secondary Yard
403 W. Avenue 33, Los Angeles, CA 90031 – Satellite Yard
1951 McGarry Street, Los Angeles, CA 90018 – Satellite Yard
8919 Miner Street, Los Angeles, CA 90002 – Satellite Yard

COMPANY ORGANIZATION

Towwerks, LLC was formed as a California limited liability company. Randy Steinberg is managing member and owns 100% of the company. As the Managing Member Randy has primary responsibility for all aspects of the business including but not limited to: employee recruiting, training and supervision, lien sales, accounting functions, office personnel and all vendor relationships.

COMPANY HISTORY & DESCRIPTION

Towwerks, LLC was formed in 2004 by Randy Steinberg to facilitate the transfer of ownership of Viertel's Automotive Service to Towwerks, LLC (Randy Steinberg). Randy Steinberg and Todd Smart, of Absolute Towing, worked together to purchase Viertel's Automotive Service from Bonnie Viertel. Bonnie was the sole owner of two OPG contracts and pursued to sell both. Therefore, Randy and Todd purchased both contracts. Randy took possession of the Central Division contract and brought it under the Towwerks, LLC. The name became Viertel's Central Division. The Police Commission and City of Los Angeles approved the transfer in 2004 and Towwerks LLC. Db a Viertel's Central / Northeast Division opened its doors January 2005.

On January 1, 2019, Towwerks LLC expanded when Randy Steinberg obtained A.T.S. Northeast from Mr. Art Mercer. The Police Commission and City of Los Angeles approved the transfer in 2018 and Towwerks LLC. Db a Viertel's Northeast Division was formed.

Although Towwerks has two different companies under its umbrella, Viertel's Central Division and Viertel's Northeast Division, they work cohesively as one. Viertel's Central/ Northeast Division.

MISSION & VISION

At Viertel's Central / Northeast Division, we are proud to serve the City of Los Angeles as an Official Police Garage and we have the vision to extend our expertise and service to the City of Vernon and the Vernon Police Department. We believe that we have a duty to the citizens of Los Angeles, and hopefully, the City of Vernon and the Vernon Police Department. If selected, we intend to be a superior support service to the many different agencies within the City of Vernon. Primarily, we understand our role as extension of the City of Vernon, and the Vernon Police Department, Los Angeles Police Department and Department of Transportation in the eyes of the citizens of both cities. With that knowledge, we know that we must perform our duties with dignity, respect and professionalism at all times. Our mission is to be "on time" all of the time in the performance of our duties. We will provide quick and professional service to officers in the field, we can help to insure that those officers are available to respond to other calls that are vital to the Vernon Police Department, Parking Enforcement, Fire Department and Citizens of Vernon. Our mission is to secure the property of the citizens when directed to do so by a Vernon city official. To do so, we will maintain a state of the art towing and storage facility that environmentally impacts the surrounding community as little as possible. Our mission is to work with our neighbors to make our neighborhood a better place to live and work. With hard work and communication, we can do this and be proud of our relationship with the community of Vernon.

It is the vision of Viertel's Central / Northeast Division to have a community that is a model partnership between business and the private sector. Working together, we can reduce crime in all the neighborhoods of Vernon. A community working together can make a difference!

SCOPE OF WORK

SCOPE OF WORK

PERFORMANCE EXCELLENCE

Viertel's Central / Northeast Division has an action plan for performance excellence that includes a commitment to the City of Vernon, Police Department and to the civilian public to maintain a state of the art towing company. Our facilities, customer waiting area, all storage areas and related areas will be maintained in the utmost cleanliness. This will allow for a quiet waiting area for the different agencies and the civilian public, while also allowing easy access to all areas of the business and vehicles stored at Viertel's. Furthermore we will manage the perimeter areas of our company to the highest standards as to maintain the confidence of our neighbors at all times. We will be proactive in resolving any and all complaints and/ or disputes immediately to mutual satisfaction of all parties. Viertel's Central / Northeast Division will also maintain its truck fleet in first class operating condition to exceed the requirements of all contracts at all times. At this time, we have more than sufficient vehicles to handle the contract requirements and will add to our fleet as the needs of the contract increase. We also maintain a sufficient number of "back-up" vehicles in our fleet currently and will add to them as needed to service the contract.

Viertel's Central / Northeast Division has staffing that is tailored to provide 24 hours a day/ 7 days a week/ 365 days a year coverage to the City of Vernon and the Vernon Police Department. We have sufficient managers, supervisors, dispatchers, tow unit operators, yard and office personnel. We believe that our staff is highly trained to deal with all the different needs of the civilian public and to any and all employees of the City of Vernon at all times.

Based on the relevant combined experience of the owner and the history of all key personnel we believe that we will provide the highest quality of service to the City of Vernon, the area and to the civilian public. At Viertel's we are committed to:

- a. Maintaining state of the art, modern facilities that exceeds industry standards for safety and a pleasant environment for employees, city staff and the civilian public
- b. Maintaining state of the art towing equipment to handle every possible towing situation
- c. Maintaining a professional, courteous and well trained staff to instill confidence in the city, city staff and the civilian public
- d. Maintaining a state of the art computerized network and software system for dispatching and record keeping including a phone system which will allow for dedicated communication with the different city and/or other agencies we serve
- e. Maintaining a vehicle positioning/tracking system as to keep the confidence of the city and the motoring public
- f. Maintaining on-time response to all tow requests provided to us by the contract which includes our personal goal to respond to every call well under the maximum time allowed by the contract
- g. Maintaining a lien sale auction as outlined by California state law which will continue to provide confidence to the city, as well as serve our neighbors and civilian public
- h. Maintain off-street parking(including Disabled Parking) for our customers, city and other employees which will include a separate loading/unloading area for other tow companies

- i. Maintain an evidentiary hold area that is completely segregated from the public with limited access only after signing a log containing specific information as to the reason for entry into this area.
- j. Maintain a camera system that will cover all storage areas (including evidentiary hold areas), customer waiting areas and other relevant areas. This system will include recordings of all interaction between Viertel's staff and the civilian public as to maintain the confidence of the city and civilian public.
- k. Maintain equipment including an automotive lift to assist with ongoing investigations related to the impoundment of vehicles with investigative holds.
- l. Maintain a separate generator to facilitate power during periods of emergency when municipal service is temporarily interrupted.

At Viertel's Central/Northeast Division we have been committed to being the absolute best OPG the City of Los Angeles has and believe that we have done just that. We have a near 0 complaint ratio; we have an outstanding working relationship with LAPD Central Division, LAPD Northeast Division, Central Traffic Division, California Highway Patrol Central Area and various other Police agencies we work with on a daily basis. We have a superior working relationship with DOT Central and DOT Hollywood. We have state of the art facilities that we are very proud to show off to any one, at any time. We have a superior working relationship with our neighbors and we work every day to maintain that relationship. It has been our goal to have an OPG that is a model for all to see and even more importantly, want to emulate. Hopefully, in the very near future, we can include the City of Vernon, the Vernon Police Department and other related City agencies. We want to continue to improve what we do by taking the company into the 21st century by utilizing newer computer systems and technology. Future purchases of equipment will be thought out very carefully with environmental concerns as a priority. We will continue to work with the community to make our neighborhood a better place to work and live. As with our current contracts, we would be honored and dedicated to provide that exact superior service to the City of Vernon, The Vernon Police Department, other agencies and the civilian public.

CUSTOMER SATISFACTION

Viertel's Central/Northeast Division believes that as an Official Police Garage, the company and its personnel are an extension of the City of Vernon and the Vernon Police Department. As such, we have a company commitment to provide professional, courteous service to its customers, the people of the City of Vernon and visitors to the city. The company and its staff have established a goal of being responsible and understanding of the plight of its customers. We treat each customer with respect and dignity. We greet them with a staff member who is pleasant and ready to help them with all of their needs. With each contact with the public, our staff has and will always strive to make each customers experience at our facility as pleasant as possible. We recognize that there are not many reasons for a person to be happy to have to come to our facility. With that in mind, we have made it our goal that they leave Viertel's with a much more positive outlook about OPG's in general and more importantly Viertel's! We achieve this by keeping Viertel's in clean condition. As a customer enters our off street parking lot, it is clean and complete with disabled parking. As they make their way into our offices their route is clean and free of any obstructions. Once inside our office, the customer will find a waiting area with 2 windows to serve our

customers. This waiting area is cleaned on a daily basis. We have a public restroom. Once they are being helped by our staff they are extended every courtesy to insure that they are helped promptly and professionally by our staff. If they need to enter our facility to view or retrieve property from their vehicle, they are met by one of our staff who will direct them to their vehicle and stay with them to assist them the entire time they are in the storage area. All storage areas are clean and free of obstructions. Cars are always in straight rows with enough room on either side, in front or behind the vehicle to allow our customers easy access to their vehicle. Once finished they are led back to the waiting area where they are once again helped by office staff to a positive conclusion to their visit to our facility.

Viertel's believes that customer satisfaction extends out into the field where our first contact with many of our customers happens. Our drivers meet the officers in a timely manner, they always treat the customers they contact in the field with respect, and assist the officer and motoring public with whatever is necessary to remove the vehicle to our facility or where ever directed to by the officer or customer. Most importantly, our drivers understand the utmost importance of safety, not only for themselves but for the officers and the motoring public.

All of these things are achieved by a long history of maintaining a successful OPG within the City of Los Angeles and we want to extend that expertise with the City of Vernon. Randy Steinberg has a proven track record as a pro-active owner who acts quickly to correct any issues that may arise. He has developed standards for training and qualifying his employees to provide highly professional service designed to exceed the expectations of the City of Vernon, its staff and our customers. All of these things are the basis for superior customer satisfaction!

HOURS OF OPERATIONS

Viertel's Central / Northeast Division is open to the public from 7a.m. to 7p.m. 365 days a year. This exceeds the mandate of this RFP by one hour which only benefits the citizens of Vernon and visitors to the City of Vernon. Because we are open on weekends, as a part of our normal business operations, there is no gate fee charged to the consumer. We will continue this practice if we are awarded a contract with the City of Vernon. We maintain 24 hour a day operations for towing and storage. We staff a dispatcher and a minimum of 2 drivers 24 hours a day, 7 days a week, and 365 days a year!

WORK PLAN

WORK PLAN

COMPANY FACILITIES

Viertel's Central/ Northeast Divisions main office is located at 2010 N. Figueroa Street, Los Angeles, CA, 90065 lot 1 38,904 sq ft. The property is located in the Southeast corner of Northeast Division. It is near the corner of San Fernando Road and Figueroa Street, it is adjacent to the 5 freeway and the 110 freeway. In addition, there are four other storage locations. Lot 2; 149,321 sq ft. of storage space. 403 W. Avenue 33 Los Angeles, CA, 90031, is west of the 110 freeway, near Avenue 26. Lot 3; 32,129 sq ft of storage space and functioning office, 704 N. Mission Road, Los Angeles, CA, 90033, near the 5 freeway. Lot 4; has 24,257 sq ft of storage space, 1951 S. McGarry Street, Los Angeles, CA, 90058, near Washington Boulevard and Alameda Street a quarter mile from the city of Vernon. Lot 5; has 9,297sq ft of storage space, 8919 Miner Street, Los Angeles, CA, 90002, located in unincorporated Los Angeles County near Firestone Boulevard and Alameda Street. All 5 locations are zoned M-1 - M-3 and are more than enough to meet the current needs of the Central Division and Northeast Division Contracts.

Figueroa Street is 38,904. Square feet of land with 2,354 square feet of office space. Viertel's lot 1 has off street customer parking for 5 vehicles and 1 Handicapped parking stall at our primary location. Additionally, Viertel's has disabled person access to the office and a release window specifically for a disabled person or person in a wheelchair. There is a customer waiting area with 2 windows to serve the public. Viertel's has a public restroom. Viertel's has off street loading and unloading of vehicles that are being brought into the facility or being removed by outside tow companies. Viertel's has a designated off street employee parking area that can handle all of our employees and additional parking for city employees, as well. As for the offices, there is 2,354 square feet of office space that includes a front office area for vehicle releases. Viertel's has a designated office area for the dispatcher; adjacent to that office area, there are two restrooms. Beyond that there is a kitchen supplied with a sink, counter and refrigerator. We also have an employee rest area which is supplied with a microwave, a seating area and satellite television. Management offices are located upstairs, along with our filing room.



TOWING EQUIPMENT

At Towwerks LLC., DbA Viertel's Central / Northeast Division we understand that the equipment we use has to be the very best that the industry has to offer. If awarded a contract, we will add to our fleet as dictated by the terms of the RFP and subsequent contract if needed. Currently, we have 16 tow trucks, 6 forklifts and an automotive lift. Our evidentiary hold area is capable of storing 12 vehicles at one time. The 16 tow trucks were all carefully selected to service the needs of the contract. We have 10 flatbed tow trucks, 4 wheel lift tow trucks and two heavy duty tow trucks. All of our trucks are permanently assigned to a specific driver and the other three are back up vehicles that are used by additional personnel as necessary. Both light duty and heavy duty drivers are available 24 hours a day. At any time if a tow truck breaks down there is a backup tow truck for the driver to switch to while repairs are made.

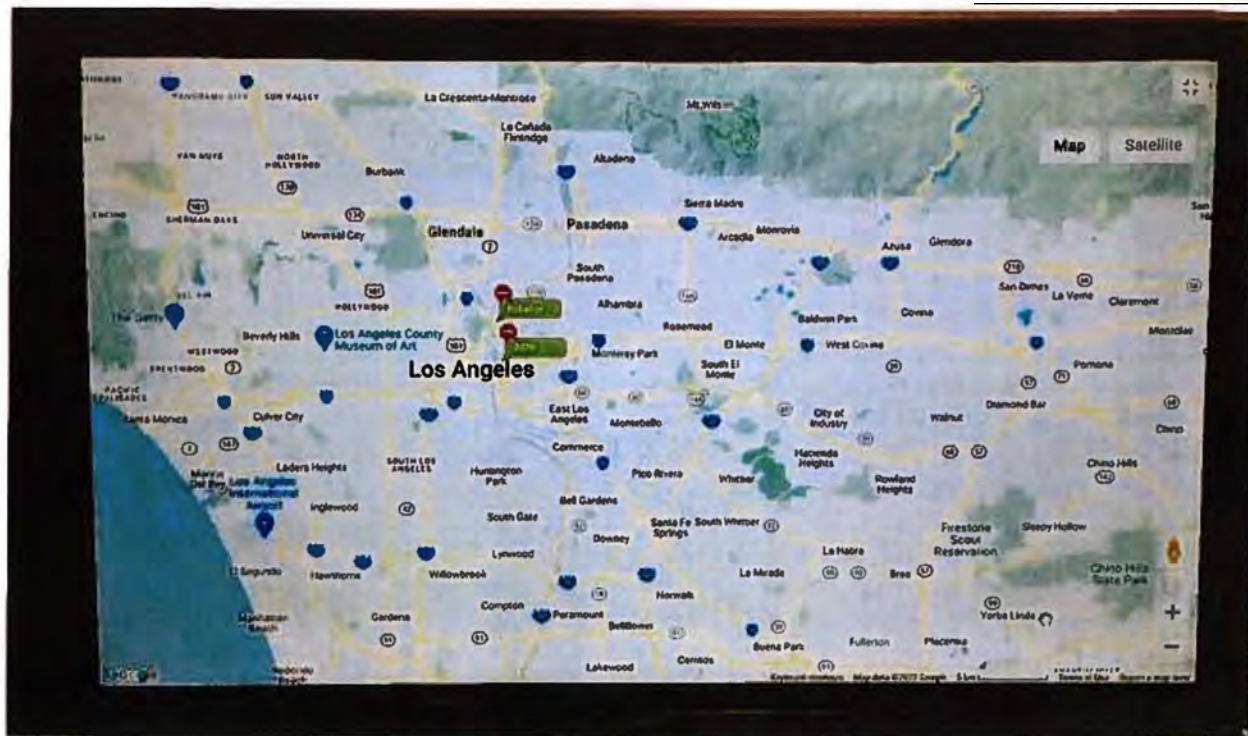
One of the flatbeds is a 2015 Kenworth flatbed. The second flatbed is a 2020 Kenworth T-270. The third flatbed is a 2012 Ford F650. The fourth flatbed is a 2021 Kenworth T-270. The fifth flatbed is a 2016 Hino 258. The sixth flatbed is a 2019 Hino 258. The seventh flatbed is a 2010 Hino 258. The eighth flat bed is a 2010 Hino 258. The ninth flat bed is a 2020 Hino 258. The tenth flatbed is a 2021 Peterbilt 337 class 6. All ten flatbeds are larger capacity (26,000 GVWR) and all 10 have independent wheel lifts to tow a second vehicle. The eleventh tow truck is a 2011 Dodge 5500HD with an auto grip wheel lift. The twelfth tow truck is a 2021 Dodge 4500HD. The thirteenth is a tow truck is a 2002 Ford F-350 Eagle Claw underground truck. The fourteenth tow truck is a GMC 3500 HD Holmes self-loader, underground truck. The fifteenth tow truck is a 2022 Kenworth Rotator for recoveries. Our sixteenth tow truck is a 2018 Peterbilt, 35 ton integrated tow truck wrecker.

As market conditions dictate we have added to the fleet and will always strive to keep our fleet well maintained, in working condition and with modern accessories to accomplish the task. As stated earlier, we have 6 forklifts. Four are Toyota forklifts, the other two are a Yale forklift and Nissan forklift. Each is fitted with an Eagle claw wheel lift. This allows for easy movement of vehicles without the risk of damaging the vehicle. The forklifts range from 4500 pounds of capacity to 8000 pounds of capacity.

Currently, Viertel's Central / Northeast Division has a digital two way radio system which is operable nationally. All of the units are fully working cell phones/ radios issued to all employees. They are required to keep the cell phone/ radio on their person during their entire shift. There are four base units that allow for communication with all personnel in the field. All of our employees carry their cell phone/radio on them at all times while on duty. This, further, insures the company's ability to communicate with our employees at all times. There is a protocol that defines a relationship between the radios and the radio network which supports them. The protocol allows channel assignments to happen immediately. This arrangement allows multiple groups of users to share a small set of actual radio frequencies without hearing each other's conversations.

Viertel's Central / Northeast Division has a GPS tracking/ camera system in all of its tow trucks. This allows us to not only track, but have a view of the inside and outside of each tow truck. The name brand is *Budget GPS*. They are one of the leading suppliers of GPS navigation systems. They have *Smartnav* which allows for real time navigation and messaging. Which help route drivers more efficiently, reduces fuel cost, gives detailed reports and cuts down and almost eliminates unauthorized use by employees. All of these things are designed to improve customer satisfaction and improve the confidence of the city.





OFFICE EQUIPMENT

Our offices are equipped with state of the art computer systems which are utilized at each of our Towwerks LLC locations. All nine of our computers are equipped with Towing Operations Software (TOPS) Central Management Application (CMA) which is a web-based application designed to improve transparency, efficiency, and accountability across complex operations. This system also maintains our Vehicle Impound Information Center (VIIC) system.

Viertel's Central / Northeast has an updated computer network, which includes a network server and 9 workstations. David Ospina of Intranet maintains our network and all computer systems, his system is equipped to handle all of the needs of the company. It utilizes *Microsoft Windows 10 Professional* as the operating system and has all of the most modern supporting systems. There are 9 functioning computer systems at Viertel's Central / Northeast; the first is the network system previously discussed. The second is a standalone computer system that handles our camera system. The last system is our VIIC computer system. Additional hardware includes six *Konika Minolta* printers and two HP-M426 printers, which are located in each one of our main offices. All 8 are network printers; One HP-M426 is located in Felix Rangel's office. The second HP-M426 is located at our auction location. All printers are high speed, state of the art and have the capability to fax, scan and print. They also handle our document control system.

Viertel's Central / Northeast Division has a sophisticated phone system, Ring Central. We have 8 dedicated phone lines that connect directly to office personnel and supervisors. This line rings through directly to our dispatch and office personnel. We also have AT&T cellular phones that are issued to all management, supervisors and all other office personnel.

Viertel's Central / Northeast Division has a very sophisticated surveillance system in place. It is a closed circuit color TV system that monitors all entrances/exits to each facility, the evidentiary hold stalls and related areas, all storage areas and most importantly the offices and release areas. The release windows also have audio monitoring to record all conversations between

our staff and the civilian public. All data is recorded to two separate time lapse recorders secured in a private office as to forbid tampering by employees.

There is a separate video monitor at the dispatch work station that allows for monitoring of all cameras on the system. This system also ensures full surveillance of the cash registers and all money drop safe areas. In total, there are 65 cameras monitoring our facilities at all times.

Every critical system at Viertel's Central / Northeast Division has an independent battery backup system in place to insure its continued usage at times when the municipal server has been interrupted by varying conditions. Viertel's Central / Northeast Division has a separate generator that will further allow for continued use of these systems when the municipal service is out for prolonged periods of time.

EMPLOYEE INFORMATION

At Towwerks, LLC. DbA Viertel's Central / Northeast Division we believe that our employee associates are our most important asset and a major part of our work plan. We have put maximum effort into hiring employees that are highly skilled and dedicated to service. We believe that we are a dedicated team of individuals all focused on providing a safe and enjoyable working environment for all employees. We believe that the quality of our employees is the key to our continued success. With that in mind, we will continue to carefully select and train our employees to provide the highest quality OPG and related service to the City of Vernon, the Vernon Police Department, other agencies and the civilian public. At Viertel's Central / Northeast Division, we are people working together with common goals and a spirit of cooperation...our principal goal is to be the very best at what we do!

VIIC SYSTEM & STATEMENT

The OPG's and the association has been a model of private-public partnership. One example of this is the Vehicle Impound Information Center or VIIC. The VIIC allows the City and the public a way to locate vehicles that have been impounded by the OPG's in the City, determine whether a release is required and determine the fees necessary to retrieve the vehicle from the OPG. This website and system was developed at no cost to the City of Vernon or civilian public. The initial investment and continuing maintenance costs are absorbed by the individual garages through membership dues. At Viertel's Central / Northeast Division we have an individual computer that we paid for and maintain at our own expense. This computer is linked to our "IMS" and the VIIC system which automatically updates every 2 minutes, providing the VIIC with any changes we have made in our system. Viertel's Central / Northeast Division is committed to the VIIC and it will be a part of the work plan with the City of Vernon, the Vernon Police Department and the civilian public.

Furthermore, Towwerks, LLC. DbA Viertel's Central / Northeast Division assures and certifies that it is and will continue to provide timely information to the VIIC database as required by the Board of Police Commissioners. Viertel's Central / Northeast Division will continue to maintain this system in proper working condition and will continue to work with the association to improve the system. Viertel's Central / Northeast Division will implement any

necessary upgrades as needed or dictated by the City of Vernon, the Vernon Police Department, Board of Police Commissioners and the Association. As stated earlier, this system will be available to the Vernon Police Department and the support staff. It will be available to any city employees that is deemed necessary.

OPG INFORMATION

As an Official Police Garage (OPG) Viertel's Central / Northeast Division is completely committed to the OPG Association. Viertel's Central / Northeast Division is current in all of its membership dues and is a member in good standing. The association provides an array of information and guidance to its membership that Viertel's uses on a regular basis. As a member, we are part of a group that has been providing an array of vital services to the City that help protect the civilian population on a daily basis. Our membership in this association gives access to a wealth of services that we plan to implement in service of our anticipated contract with the City of Vernon. Providing necessary support services to the different agencies within the city we are committed to the association to meet the needs of the City of Vernon, the Vernon Police Department and the civilian public.

FEES AND COSTS

FEES AND COSTS

RATES & COMPLIANCE

An important part of our business plan is the continued compliance with any and all applicable laws, ordinances and rules/regulations of the City of Vernon, City of Los Angeles and the Police Commission. The Board rules Governing Official Police Garages and the rules Governing Tow Operations and Tow Operators will be strictly adhered to, at all times. We understand the importance of complete compliance to maintain the confidence of the City of Vernon, the Vernon Police Department and the citizens of the city. All of our rates and charges are based on the schedule of rates approved and promulgated by the Los Angeles Police Commission. Those same rates (see attachment) will be a part of the contract with the City of Vernon. Our current rates for light duty towing are \$145.50 for debit or credit card and \$142.00 for all cash. Our current storage rate is \$45.00 for debit or credit card per day and \$44.00 for all cash per day for storage for light duty towing. Our Specialized Equipment rate is (Rotator) \$650 an hour. Our Medium Duty rate is \$250 an hour towing storage is \$50. Our current rates for heavy duty towing are \$279 for debit or credit card and \$272.50 for all cash. Various factors, such as the weight and length of the vehicle, are taken into consideration when it comes to the daily storage rate for medium/heavy duty vehicles. For a complete list of rates please see the attachment for rates.

This translates into significant savings for the citizens of Vernon. With regards to our employment practices we will continue to pay all of our employees a living wage that exceeds the City of Vernon's minimum requirements. All lien sales of vehicles are processed in accordance with state law.

LIEN SALES & PROCEDURES

Viertel's Central / Northeast Division fully understands the importance of our lien sale procedures and practices. Because of this we only have management staff handling all aspects of the processing of lien sales. We apply consistent policies and procedures for administering and processing lien sales and conducting our lien sale auction. We follow all applicable lien sale laws to the letter and are in total compliance for remittance of any and all overages due to the state and local government. All vehicles in our facility are evaluated by the assistant manager and once he has verified the vehicle identification number, license number, and condition of the vehicle he applies the appropriate civil code section to the vehicle to begin the lien process. At Viertel's we use an outside service to process the paperwork with the Department of Motor Vehicles. Ritter Lien Sales has been in the business of processing lien sales for over 30 years and is one of the most trusted lien sales processing services in the industry. Viertel's Central / Northeast Division has the utmost confidence in Ritter Lien Sales. Once authorization to sell a vehicle has been given to us by the DMV we sell the vehicle at our weekly lien sale auction as prescribed by law. First, we verify the vehicle Identification number on the paperwork against the actual vehicle. All vehicles that will be for sale are placed on a list that is posted in our lobby.

This list is available for viewing by the public. On auction day we begin registration of customers at 9am on Friday. We open our doors for viewing at 9:00 am and continue the viewing period until 10am. At that time we begin the auction process by announcing our rules and procedures to the public. Once that process is complete we begin auctioning off the vehicles. Each vehicle is sold to the highest bidder. We continue selling vehicles until the last vehicle on the list is sold. Viertel's provides armed security during auction hours to provide our buyers safety and confidence during the sale.

At that time we move the staff into the offices to process all of the necessary paperwork. After the customer has paid all of the appropriate fees they are given the lien sale documents that were provided to us by Ritter Lien Sales. We hold our weekly auction in a commercially reasonable manner. There is no fee to enter our auction and there is no buyer fee when a person purchases a vehicle. We only collect the appropriate fees that are due at the time of the auction. As stated earlier, all overages are processed and remitted to the state.

ABILITY TO PERFORM THE SERVICES

ABILITY TO PERFORM THE SERVICES

GOVERNMENT AGENCY EXPERIENCE

For the past 17 years Towwerks, LLC DbA Viertel's Central / Northeast Division has been providing Standard Duty Towing and Heavy Duty Towing and Storage for Service Areas 1 and 11 for the City of Los Angeles. During that time we have handled all of the towing and storage needs of the Los Angeles Police Departments Central Division, Northeast Division, California Highway Patrol, Central Traffic Division, Commercial Crimes Division, Port Police and Airport Police and the Department of Transportation Central Area and Hollywood area.

We have handled all of the Evidentiary Hold needs of Service Area 1 and 11 during the past 17 years, as well. We have 17 years of experience in the OPG Towing business all while providing superior service to two of the best areas in the City of Los Angeles. Viertel's Central / Northeast Division has always faithfully executed the terms of our contract with the City of Los Angeles and will do the same for the City of Vernon, the Vernon Police Department and other Agencies of Vernon if awarded a contract. Below are the names and information of the two contract administrators for our current contracts. Please feel free to contact them for a complete history of our contract compliance and references.

Additionally, for the past 8 years we have been a Rotation Tow Contractor with the California Highway Patrol Central Los Angeles Area Office.

The current Contract Administrator is LAPD Detective III Joseph Yamzon. He is assigned to Commission Investigation Division at 100 West 1st Street, Los Angeles California 90012. His phone number is [REDACTED] and his e-mail address is [REDACTED]

The current Tow Rotation Administrator is Officer Armando Cardiel. He is located at 777 W. Washington Blvd., Los Angeles, California 90015. His phone number is [REDACTED] and his e-mail address is [REDACTED].

COMPARABLE EXPERIENCE

The comparable experience of this company is also its' current experience as the OPG contractor with the City of Los Angeles for the past 17 years. During that time we have provided priority status to all requests for standard-duty towing/heavy duty and storage of vehicles. This includes all requests for vehicles held for evidence. These services will be provided 24 hours per day, 365 days of the year to the City of Vernon if Viertel's Central / Northeast Division is awarded a contract.

Our comparable experience in dealing with the equipment requirements is driven by our ongoing contract with the City of Los Angeles. We have always provided sufficient number of tow trucks and additional equipment to handle all of the needs of the contract and our commitment will extend to the City of Vernon, as well.

Safekeeping of all vehicles has always been a top priority of the company. Over the years we have developed protocols for towing, storing and safeguarding personal property within the vehicles we have at our facility. All of these protocols have been detailed in earlier sections of RFP. We have a state of the art evidentiary hold area.

Our facilities have been designed and built with one thought in mind, to manage the needs of our contract. From the waiting room to the storage rooms and every room or office between them we used our previous experiences to build our current facility. All of our storage areas were mapped out to ensure maximum storage and minimize damage at the same time.

Towwerks,

LLC. Db, Viertel's Central / Northeast Division has always adhered to and complied with the "Rules Governing Official Police Garages" All necessary signs and information are posted in our waiting area. We maintain all necessary documents in binders in every tow truck in our fleet. Our tow unit operators should be able to produce them upon request for inspection. The binders are a product of 17 years of experience with inspections by LAPD and CHP. Viertel's Central / Northeast would be honored to add the City of Vernon to our towing family.

Our computerized information management system is the second system utilized by Viertel's Central / Northeast Division. It is because we have used different systems that we are confident that our current "IMS" is the best system for the past, current contracts and future needs of our contract with the City of Vernon. As is the case with our facilities, the computer system we utilize was developed by TOPS with the express purpose to service all the needs of the contract with the City of Los Angeles. This system was tailored to the needs of towing vehicles for Government Agencies and will be very capable of handling the increased needs of being awarded a contract with the City of Vernon.

We know the importance of maintaining our records and having them available for inspection by the City of Vernon or their agents. All of these records are always kept current and all financial information is accurate and current. Years of reconciling, producing and paying the fees associated with Los Angeles City reports has given Viertel's unmatched comparable experience regarding what is required in the terms of this RFP and future contract.

As with all other aspects of the OPG business Viertel's Central / Northeast Division has the utmost reverence for the lien processing and sale of vehicles that come into our possession. The related vehicle and civil codes associated with our lien sales are followed and in some cases extended beyond the requirements of the law. For instance civil codes that deal with vehicles valued at \$4,000.00 or less allow Viertel's Central / Northeast Division to charge the first half of the lien fee after 72 hours if we have initiated the lien with DMV. All As with all other aspects of the OPG business Viertel's Central / Northeast Division has the utmost current OPGs wait until the fifth day of the process to charge the first half of the lien. The second half of the fee can be charged once we receive the sale date and produce the lien documents and in the age of real time technology that means that we could produce those documents in near real time, but again all OPGs wait until the seventh day to charge the second half of the lien fees. The laws that deal with high value (over \$4,000.00) is not any different when dealing with the first half of the lien fee, but the process that produces the sale date and the actual lien sale documents is much longer and requires additional steps so the second half of the lien fee is charged only after all of the necessary steps have been completed and we have the sale date and paperwork. That process usually takes 75 to 120 days to complete.

Our lien sale auction is held every Friday and has been since Viertel's Central / Northeast Division was granted transfer of ownership by the city. Even this decision was born from years of experience dealing with lien sale auctions. We hold a live auction that is open to the public. We have an auctioneer and each vehicle is sold to the highest bidder. Viertel's Central / Northeast Division records visual and audio of each auction to insure the integrity of each auction and to insure the confidence of the city and the civil public. From 2005 to the present day Cecilio has been overseeing and working with Patricia, Richard, and Felix to process vehicle liens and lien sales.

At the time of the sale Viertel's Central / Northeast Division has a total cost associated with the tow, storage and lien fees for each vehicle. That total is represented in the lien sale documents of each vehicle. The sale price of each vehicle is recorded on the same page of the document and the difference either falls short and up to meeting the charges or exceeds the charges owed to Viertel's Central / Northeast Division. In most cases the first two scenarios are the normal occurrence at the auction. In the case when the sale price exceeds the charges owed, the excess is considered an overage and that amount is to be remitted to the State so that the previous registered owner can recover the funds. There is a provision in the procedure that allows for all or a portion of the overage to be remitted to the City of Los Angeles in cases when the vehicle has outstanding parking tickets that were issued by the city. All OPGs, including Viertel's Central / Northeast Division, check the "E-Tims" system for any bootable, city issued tickets and then diverts those monies to the city as per the terms of our current contract.

It is a fact that the Los Angeles City OPG Contractors remit most of the overages sent to the State of California. Viertel's Central / Northeast Division and the other current OPGs set the standard for all procedures associated with vehicle impounds, storage and subsequent sale of vehicles not recovered by their owners. It is those standards that we uphold every day that sets Viertel's Central / Northeast Division apart from the rest. Comparatively speaking!

KEY PERSONNEL & RESUMES

At Viertel's Central / Northeast Division we have identified the owner and our 4 managers as key personnel. Resumes (see attachments) are included for all key personnel. Cecilio is the General Manager in charge of all daily operations. He works at the company Monday through Friday, usually from 8am to 5pm. Cecilio Richard, Patricia, and Felix alternate weekends as managers on call. Prior to working as General Manager at Viertel's Central / Northeast Division, Cecilio was Operations Manager at Absolute Tow (Hollenbeck Division). He took over that position in August of 1998 and worked in that capacity until December 2004 when he was hired by Randy to run his newly acquired OPG. Cecilio is the 1st and only General Manager of the company. Cecilio has been dedicated to the practice of managing an Official Police Garage. He has a long track record with the City and Police Commission as a leader that is dedicated to serving the City of Los Angeles. As the General Manager he has taken on the task of continuing the prompt, professional and courteous service that Viertel's Central / Northeast Division has come to be known for in the community. Randy and his staff would consider it an honor and a privilege to extend this service to the Vernon Police Department, the City of Vernon and its citizens as an Official Police Tow.

Felix Rangel is one of the Assistant Managers at Viertel's Central / Northeast Division. Felix was 1st hired in February 2006 as a Dispatcher. He was trained as a dispatcher and showed his exceptional skills that exceeded the position requirements very quickly. He learned other aspects of the business and helped with the computer network on a regular basis. Felix regularly showed his commitment the company through his work ethics. When the contractual needs

dictated creating a position for an assistant for Cecilio, Felix was the obvious choice to fill the position. As the Assistant Manager Felix has oversight of all lien sale operations, daily functions of the office and customer relationships. Because of his special skills with computers he functions as the network maintenance supervisor, as well. The big ticket issues are still handled by our network administrator David Ospina. Richard Lopez was 1st hires on February of 2006, he was our lead supervisor driver from 2010-2017. Richard Lopez has proven his dedication and great leadership skills. With the expansion of the company, Richard was promoted to Assistant manager. Patricia Rodriguez-Garcia, was 1st hired on January of 2019 she is a great female management asset acquired, with 35 years of knowledgeable experience, from the sale of A.T.S Tow to Towwerks LLC. in 2019. All of our management structure are invaluable assets to Viertel's Central / Northeast Division.

HIRING STANDARDS & PRACTICES

Viertel's Central / Northeast Division is and will remain fully committed to the terms of our City contract with regards to our hiring practices and standards. Because of our commitment to this community we will continue to actively recruit new personnel from within the Los Angeles County. It is the goal of Viertel's to hold on to our employees by paying them a living wage that is greater than the minimum standard set by the City of Vernon. Viertel's Central / Northeast Division is an Equal Opportunity Employer which is free of unlawful harassment. We are fully compliant with all laws pertaining to immigration.

All applicants will be reviewed and interviewed after completion of a Department of Justice level background check. This check will include a review of DMV records. Prospective employees must submit to drug screening. All of these materials are reviewed by a division of the Police Commission for a final determination to receive a Tow Unit Operators Permit. Once the perspective employee has received a temporary permit from the Police Commission they must review our company employee manual before employment, sign on the signature page and return it. Because we cross train all employees to drive our tow trucks we require that all prospective employees follow the same rigorous application process that actual drivers do!

Our training program for new employees varies based on the related job they were hired for and the level of prior experience. The training period can last from 2 to 6 weeks. All training focuses on the various aspects of the job retained for and, as stated earlier, all employee candidates must be cross trained to drive tow trucks. All employee candidates are trained on safety rules and customer care, guidelines for providing high quality, professional service to the public as well as protocols for providing service to governmental agencies. After training, all employee candidates must pass a series of exercises with a supervisor. We retest periodically to insure that our employees can continue in their position with the company. Viertel's Central / Northeast Division holds once a month safety meetings to remind our employees of all safety related rules and other regulations.

LIEN SALE EXPERIENCE

Towwerks LLC., dba, Viertel's Central / Northeast Division, as stated previously, has been an Official Police Garage since January 2005 and although there was a change of ownership in 2005 the management staff has remained intact before and after the transfer of ownership from Bonnie Viertel to Randy Steinberg. With that in mind it is important to know that from the start of Randy's tenure as owner he has utilized an authorized outside vendor to facilitate Viertel's Liens.

Year after year Viertel's tows 1,300 to 1,600 hundred vehicles and stores an average of 7 hundred cars per month; of those, Viertel's would process liens on 80 percent of those vehicles and sell almost one quarter of those at our state mandated weekly auction. Towwerks LLC., dba, Viertel's Central / Northeast Division continues to process liens on a daily basis and outsources the lien process with the DMV to a company that specializes in that work.

Ritter Lien Sales has been in the business of processing lien sales for over 30 years and is one of the most trusted lien sales processing services in the industry. Viertel's Central / Northeast Division has the utmost confidence in Ritter Lien Sales. As well as at least 4 other Official Police Garages for the City of Los Angeles and 50 other businesses within Southern California and the State of California.

Viertel's Central / Northeast Division fully understands the importance of our lien sale procedures and practices. Because of this, we only have management staff handling all of the in-house aspects of the processing of lien sales. Between Felix Rangel (Assistant Manager at Viertel's) and Ritter Lien Sales we apply consistent policies and procedures for administering and processing our lien sales, and ultimately conducting our weekly lien sale auction. We follow all applicable lien sale laws to the letter and are in total compliance for remittance of any and all overages due to the state and local government. All vehicles in our facility are evaluated by the assistant manager and once he has verified the vehicle identification number, license number, and condition of the vehicle, he applies the appropriate civil code section to the vehicle to begin the lien process. Felix uses our Information Management System (IMS) to directly interface with Ritter Lien Sales internal system to process and complete all lien sale paperwork with the DMV. Our IMS applies all lien fees charged to the civilian public automatically, at the appropriate time and all of the fees charged are reviewed by Felix as a part of the internal process used by Viertel's.

Once authorization to lien sale a vehicle has been received by Ritter from the DMV, their internal system interfaces with our IMS and all appropriate information is uploaded back into our IMS. Ritter then produces the paperwork and delivers them to Viertel's. Once Viertel's receives the paperwork from Ritter we recheck the vehicle identification number on the paperwork against the actual vehicle. From there, all vehicles that will be for sale are placed on a list that is posted in our lobby. This list is available for viewing by the public. On auction day we begin registration of customers at 9am every Friday.

We, at Viertel's Central / Northeast Division, would like to thank the City of Vernon, the Vernon Police Department, the Selection Committee and the Citizens of Vernon for the opportunity to submit this RFP and hopefully for the opportunity to provide your city with an Official Police Tow second to none.

EXHIBIT A

**AFFIDAVIT OF
NON-COLLUSION**

Date: 4/28/2022

EXHIBIT B

RATES & FEES



City of Los Angeles
OFFICIAL POLICE GARAGE
TOWING & STORAGE RATES



Effective Date:
January 1, 2022

	2022 Rate for Payment by Credit Card	2022 Discounted Rate for Payment by a Means Other than Credit Card
TOW RATES		
Standard Vehicle for the first hour or fraction thereof	\$ 145.50	\$ 142.00
Standard Vehicle for each additional half-hour or fraction thereof beyond the first hour	\$ 72.00	\$ 70.50
Upright Heavy-Duty Vehicle for the first hour or fraction thereof	\$ 279.00	\$ 272.50
Upright Heavy-Duty Vehicle for each additional half-hour or fraction thereof beyond the first hour	\$ 139.50	\$ 136.00
Per hour or fraction thereof for each additional person required	\$ 62.00	\$ 60.50
Specialized equipment required – heavy duty removal for the first hour or fraction thereof	\$ 421.50	\$ 411.50
Hazardous or dangerous cargo - heavy duty removal	\$ 630.50	\$ 615.50
Upright Medium-Duty Motorhome GVWR 20,002 to 26,000 lbs*	\$ 630.50	\$ 615.50
DAILY STORAGE RATES		
Standard Vehicle	\$ 45.00	\$ 44.00
Trucks Over One Ton		
-Trucks, Boats and trailers Under 20'	\$ 50.00	\$ 49.00
-Trucks, Boats and trailers 20' to 40'	\$ 63.50	\$ 62.00
-Trucks, Boats and trailers over 40'	\$ 79.50	\$ 77.50
Motorcycles	\$ 12.50	\$ 12.00
Major Component Parts	\$ 9.00	\$ 9.00
Bulk Items per Square Foot	\$ 0.50	\$ 0.50
MISCELLANEOUS RATES		
Mileage Rate (per mile)	\$ 8.00	\$ 8.00
Removal of Stolen Component Parts	\$ 82.00	\$ 80.00
Removal of Bulk Items	\$ 145.50	\$ 142.00
Maximum Reimbursement for Salvage Vehicles	DNA	\$ 615.50

*Any other vehicle with a GVWR OF 10,001 lbs. and over will use the heavy-duty rate.

Approved by the Los Angeles Board of Police Commissioners
References: BPC #21-195 and BPC #21-229

EXHIBIT C

RESUMES

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EXHIBITS

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NAME/POSITION	DRIVER'S LIC NO.	CLASS	EXPIRATION DATE
CECILIO NUNEZ / GENERAL MANAGER			
FELIX RANGEL / ASSISTANT MANAGER			
PATRICIA RODRIGUEZ / ASSISTANT MANAGER			
RICHARD LOPEZ / ASSISTANT MANAGER			
RUBEN RENDON / DRIVER			
MARIO ZELADA / DRIVER			
PETER NUNEZ / DRIVER			
SAUL FAVELA / DRIVER			
FRANK SAUCEDO / DRIVER			
EMILIO ROCHIN / DRIVER			
MARCO GONZALEZ / DRIVER			
GABRIEL RIOS / DRIVER			
ANGEL VELASCO / DRIVER			
RICARDO NUNEZ / DRIVER			
NORBERTO ANGEL / DRIVER			
FILIBERTO HERNANDEZ / DRIVER			
CHRISTOPHER TALAMANTES / DRIVER			
ALFRED MORENO III / DISPATCHER			
ARLEEN ROCHIN / DISPATCHER			
ROSA CARILLO / DISPATCHER			
BRIANA ROSE MORALES / DISPATCHER			
DAVID VILLA / DISPATCHER			
ALEXANDER ANGEL / DISPATCHER			
AIDA NUNEZ / DISPATCHER			
SALVADOR CHAVEZ / YARDMAN			
RAUL CORTEZ JR / YARDMAN			

Fees :

For specialized equipment (Rotator) as follow.

Rotator and Recovery fee \$650.00 an hour

Towing fees for the City of Vernon Vehicles fee: Free within a 10 mile radius from the city of Vernon. Lock outs, jump starts, tire changes are free.

Heavy duty \$100.00 an hour

Medium duty \$75.00 an hour

Light duty \$50.00 an hour

ROTATIONAL TOW

** TRUCK LIST **

TOWWERKS LLC. DbA. VIERTELS TOWING

UNIT#	LICENSE #	YEAR	MAKE	CLASS	AXLES	GVWR	TYPE
4971		2015	KENWORTH	A	1	26,000	CAR CARRIER
8523		2020	KENWORTH	A	1	26,000	CAR CARRIER
7790		2021	KENWORTH	A	1	26,000	CAR CARRIER
3882		2012	FORD	A	1	26,000	CAR CARRIER
2100		2016	HINO	A	1	26,000	CAR CARRIER
3254		2019	HINO	A	1	26,000	CAR CARRIER
2871		2010	HINO	A	1	26,000	CAR CARRIER
2873		2010	HINO	A	1	26,000	CAR CARRIER
4241		2020	HINO	A	1	26,000	CAR CARRIER
4379		2021	PETERBILT	A	1	26,000	CAR CARRIER
4463		2011	DODGE	A	1	20,000	WHEEL LIFT
2646		2021	DODGE	A	1	20,000	WHEEL LIFT
5869		1997	GMC	A	1	20,000	WHEEL LIFT
6210		2002	FORD	A	1	15,000	WHEEL LIFT
8739		2018	PETERBILT	D	3	54,999	WRECKER
3208		2022	KENWORTH	D	4	50,100	ROTATOR





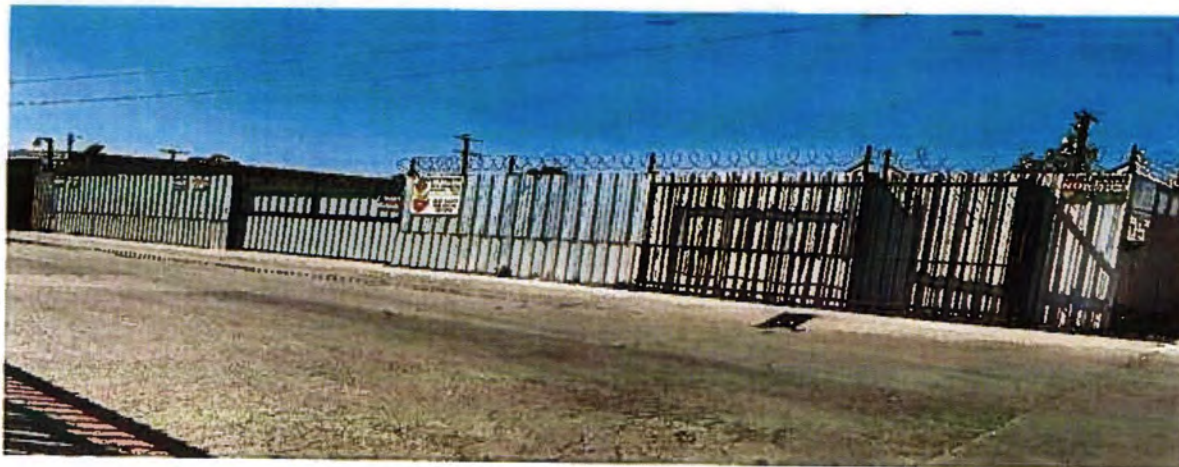
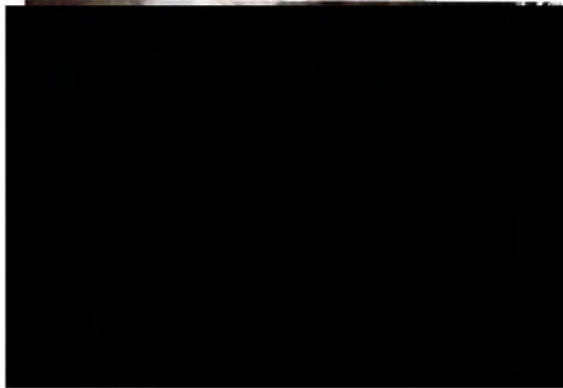


EXHIBIT B
THE EQUAL EMPLOYMENT OPPORTUNITY
PRACTICES PROVISIONS

- A. Franchisee certifies and represents that, during the performance of this Agreement, the Franchisee and each subcontractor shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religious creed, color, national origin, ancestry, handicap, sex, or age. Franchisee further certifies that it will not maintain any segregated facilities.
- B. Franchisee agrees that it shall, in all solicitations or advertisements for applicants for employment placed by or on behalf of Franchisee, state that it is an "Equal Opportunity Employer" or that all qualified applicants will receive consideration for employment without regard to their race, religious creed, color, national origin, ancestry, handicap, sex or age.
- C. Franchisee agrees that it shall, if requested to do so by the City, certify that it has not, in the performance of this Agreement, discriminated against applicants or employees because of their membership in a protected class.
- D. Franchisee agrees to provide the City with access to, and, if requested to do so by City, through its awarding authority, provide copies of all of its records pertaining or relating to its employment practices, except to the extent such records or portions of such records are confidential or privileged under state or federal law.
- E. Nothing contained in this Agreement shall be construed in any manner as to require or permit any act which is prohibited by law.

City of Vernon

Request for Proposals (RFP)

Franchise Tow Fee Program



City of Vernon
Police Department
4305 Santa Fe Avenue, Vernon, CA 90058
Phone: (323) 587-5171

1. INTRODUCTION AND PROJECT

The City of Vernon is requesting proposals from qualified bidders to enter into a franchise agreement to perform rotational police towing and storage services. Services to be performed by the selected tow service company include vehicle towing and impound services as directed by the Vernon Police Department.

The City does not expect to award more than two (2) franchise agreements under the rotational system, although City Council reserves the right to award contracts at its sole discretion, based on the number and quality of proposals submitted.

The City expects to select no more than two (2) tow service companies, based on demonstrated competence and a cost effective approach to assist in the removal of vehicles which are apparently abandoned, driven by unlicensed drivers or drivers with suspended licenses, vehicles involved in traffic collisions, or vehicles creating a traffic hazard due to mechanical failures.

To be eligible for consideration, the tow service company's place of business and vehicle storage facility must be located within a seven (7) mile radius of Vernon City Hall, located at 4305 Santa Fe Avenue, Vernon CA 90058.

2. BACKGROUND

The City of Vernon was founded in 1905, is approximately 5.2 square miles in size and is located approximately 5 miles southeast of downtown Los Angeles California. Over its long history, Vernon has been developed as an industrial community. At the turn of the 20th century the lands that make up Vernon were comprised largely of farmlands. The presence of three major rail lines in the area led influential business and property owners to encourage the railroad companies to run spur lines onto the farmlands. These rail extensions enabled the creation of an "exclusively industrial" city. By the 1920's, Vernon was attracting large stockyards and meatpacking facilities. In the 1930's, Vernon became the location of choice for many heavy industrial plants. As economic conditions changed over the decades, these large scale industrial operations have relocated out of Southern California and Vernon has attracted smaller, lighter industrial facilities. The City's business friendly environment, low cost utilities and key location for trucking and rail transport continue to position Vernon as an ideal location for industrial uses.

City Government: The City Council consists of five members, elected at-large, who serve five-year staggered terms. A Mayor and a Mayor Pro Tem are annually appointed according to a rotation schedule based on year of election.

Labor Force: Vernon has approximately 225 employees, and its departments include a Police Department, Finance Department, Public Works Department, Public Utilities Department and Health and Environmental Control Department. Present bargaining units include the Vernon Police Officers Benefit Association, Vernon Police Management Association, International Brotherhood of Electrical Workers Local 47, and Teamsters Local 911.

City of Vernon Franchise Tow Fee Program Request for Proposals

3. **Key Dates**

- | | |
|--|----------------|
| a) Issue Date: | April 14, 2022 |
| b) Proposers Deadline for Requests for Information: | April 21, 2022 |
| c) City's Response to Requests for Information Deadline: | April 28, 2022 |
| d) Deadline to submit Proposal: | May 3, 2022 |

4. **REQUESTS FOR INFORMATION**

- A) All questions must be received in writing (via email, mail, or courier as noted below) to the City of Vernon Police Department no later than **5:00 pm, April 21, 2022**. Responses to verbal questions will not be given.
- B) Requests for clarifications, questions and comments must be clearly labeled, "Written Questions Re: City of Vernon Franchise Tow Fee Program." The City is not responsible for failure to respond to a request that has not been labeled as such.
- C) Any of the following methods of delivering written questions are acceptable as long as the questions are received no later than the date and time specified above:
- **U.S. Mail or Personal Courier:**
Attention: Nicholas Perez, Lieutenant
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058
 - **E-mail:** nperez@covpd.org
- D) Responses from the City of Vernon to requests for information will be delivered to all interested parties no later than **April 28, 2022**.
- E) Please note that any questions asked and any response provided by Vernon will be sent to every entity who will be submitting a proposal, to the extent the City is aware of them.

5. **ISSUES OR PROBLEMS TO BE ADDRESSED**

The selected tow service company shall be able to provide swift, professional service in the removal of any vehicle, as directed by the Vernon Police Department, from any City street.

6. **SCOPE OF SERVICES REQUIRED**

The City of Vernon is seeking the services of a highly qualified tow service company to assist in impound, towing, and storage services under the terms specified herein as well as in Chapter 10.32 of the Vernon Municipal Code (Attachment 1):

Franchisee shall furnish impound, towing, and storage services to the Vernon Police Department and the City as directed by the Vernon Police Department. To be eligible for a franchise, applicants must meet the City's minimum requirements as specified herein.

City of Vernon Franchise Tow Fee Program Request for Proposals

- Franchisee will be required to provide the necessary trained personnel, tow trucks and storage facilities to recover, if necessary, and remove vehicles and tractor/trailers involved in collisions or otherwise immobilized. Franchisee must be able to tow and store vehicles impounded by the police, many times in excess of 30 days; and must be able to clean up and dispose of debris at the scene of an accident at which any vehicle to be towed hereunder was involved.
- The average response time for any thirty (30) day period pursuant to requests for tow service by the Police Department, must not exceed twenty (20) minutes. The maximum response time for any single request for tow service by the Police Department shall not exceed thirty (30) minutes. In the event the Franchisee cannot respond within twenty (20) minutes, the Franchisee shall immediately notify the Police Department dispatcher and provide an estimated time of arrival.
- Franchisee must provide a dispatcher available onsite at the tow facility place of business at all times for the immediate dispatching of towing equipment. Franchisee's place of business must be open from 0700 to 1800 hours Monday through Friday. Alternate hours, as directed by the City, must also be available in order to accommodate special City events.
- Failure or refusal to promptly relay the Police Dispatcher's requests for towing services shall constitute failure to comply with the requirements, terms and conditions of the agreement and may result in termination of the agreement.
- All tow trucks shall be equipped as provided in the California Vehicle Code. Franchisee's trucks shall be painted, free of major dents, and kept clean and in good working order.
- Official police tow services shall, at all times, have at least three (3) fully equipped and operational tow trucks in service. All of the tow trucks in service must have a minimum capacity of one (1) ton. At least one (1) of the tow trucks in service must be a flatbed tow truck. At least one (1) of the three (3) tow trucks in service must have a five (5) ton lifting capacity. Every official police tow service shall be equipped for and have personnel proficient in unlocking locked vehicles when requested to do so by Police Department employees.
- Upon selection the Franchisee shall file with the Vernon Police Department, the name, address, date of birth, driver's license number, and all other information required of any tow unit driver employed by the permit holder subsequent to the date of the tow operator permit application, which information shall be filed not later than ten (10) business days following the effective date of hiring.
- The Franchisee will be required to notify the Vernon Police Department of the name of any tow truck driver no longer employed by such permit holder. This notification shall be given to the Vernon Police Department no later than ten (10) business days following the last date of the driver's employment by the permit holder.
- The Franchisee will be required to notify the Vernon Police Department of the

City of Vernon Franchise Tow Fee Program Request for Proposals

identity of any tow truck driver whose license is revoked or suspended. The operator shall not be authorized to operate in Vernon unless the operator has provided proof from the Department of Motor Vehicles of the ability to operate a vehicle during work hours.

- The Franchisee will be required to enroll and participating in a program with California Department of Motor Vehicles (DMV Pull Program) that notifies the Franchisee when their drivers have any change to their driving status or record. This DMV program will alert the Franchisee to any potential problem drivers.
- Franchisee will be required to comply with the California Vehicle Code and other applicable laws with regards to lien sales, including supplying a list of vehicles each month that the Franchisee intends to lien sale prior to selling same for approval by the Department. Franchisee is responsible for maintaining all documents relating to lien sales.

7. **QUALIFICATIONS & CRITERIA**

A. **Qualifications:** The City of Vernon expects to select no more than two (2) tow service companies for all of the outlined Scope of Service on the basis of qualifications, experience, and cost. In addition to the selection criteria outlined in Vernon Municipal Code Chapter 10.32.050 (Attachment 1), the following are the minimum qualifications to be used to evaluate responses to this Request for Proposals:

1. The applicants can satisfy the insurance, business license, and tow operator permits requirements set forth in Vernon Municipal Code Chapter 10.32.
2. The applicants are qualified on the basis of prior experience in the towing operation business and financial responsibility.
3. All tow vehicles and equipment must comply with all state and applicable federal requirements.
4. The applicants can reasonably conduct an official police towing service which complies with all of the requirements of Vernon Municipal Code Chapter 10.32.
5. The applicants will accept all tows requested by the City, including tows of abandoned or dismantled vehicles and/or tows requiring special equipment.

B. **Selection Criteria:** The City will conduct a comprehensive, fair, and impartial evaluation of proposals received in response to this RFP. All proposals received will be reviewed and evaluated by a committee of qualified personnel. The name, information, or experience of the individual members will not be made available to any proposer. The Evaluation Committee will first review and screen all proposals submitted, except for the cost proposals, according to the minimum qualifications set forth above. The following criteria will be used in reviewing and comparing the proposals and in determining the highest scoring bid:

1. 40% Qualifications, background and prior experience of the firm in the

City of Vernon Franchise Tow Fee Program Request for Proposals

Service Area(s) being proposed, experience of key staff assigned to oversee services provided to Vernon, evaluation of size and scope of similar work performed and success on that work.

2. 30% Cost and fees to the City for handling matters. Cost is not the sole determining factor but will be taken into consideration. Proposer must offer services at a rate comparable to the rate proposer offers to other governmental entities for similar work. Offering a higher rate to the City than the comparable rate is grounds for disqualification of the Proposer. If rates differ for different types or levels of service, or for different Service Areas, the Proposer should so state.
3. 10% Responsiveness to the RFP, and quality and responsiveness of the proposal.
4. 20% References including past performance of proposer.

8. **FORMAT AND DELIVERY OF RESPONSE**

Respondents are asked to submit one (1) unbound original, seven (7) hard copies and one (1) electronic copy (via email to nperez@covpd.org) of their proposals in sufficient detail to allow for a thorough evaluation and comparative analysis. The proposal should include, at a minimum, the following information in sectionalized format addressing all phases of the work in the RFP.

A. **Format:** Limit your proposal to 20 typed 8.5" X 11" pages, or fewer, on white bond paper of at least 20-pound weight single sided (excluding cover letter and attachments). You may attach a firm brochure if you wish, but it must be as a separate attachment and independent from the required elements noted above.

1. Use a conventional typeface with a minimum font size of 12 points. Use a 1" margin on all borders.
2. Organize your submittal in the order described above.
3. Prominently label the package: "Franchise Tow Fee Program" and include the name of the primary contact for the respondent.

Deliver the response to:

City of Vernon

Attention: Nicholas Perez, Lieutenant

4305 Santa Fe Avenue

Vernon, CA 90058

4. Responses are due on or **before 5:00 p.m. on May 3, 2022**. Late response will not be accepted.
5. If you have any questions about this RFP, please contact Lieutenant Nicholas Perez at nperez@covpd.org. Please note that any questions asked and any response provided by Vernon will be sent to every person who will be submitting a proposal, to the extent the City is aware of them.

City of Vernon Franchise Tow Fee Program Request for Proposals

- B. **Cover Letter:** All proposals shall include a cover letter which states that the proposal shall remain valid for a period of not less than ninety (90) days from the date of submittal. If the proposal contemplates the use of sub-contractors, the sub-contractors shall be identified in the cover letter. If the proposal is submitted by a business entity, the cover letter shall be executed by an officer authorized to contractually bind the business entity. With respect to the business entity, the cover letter shall also include: the identification of the business entity, including the name, address and telephone number of the business entity; and the name, title, address and telephone number of a contact person during the proposal evaluation period.
- C. **Introduction:** Present an introduction of the proposal and your understanding of the assignment and significant steps, methods and procedures to be employed by the proposer to ensure quality deliverables that can be delivered within the required time frames and your identified budget.
- D. **General Scope of Work:** Briefly summarize the scope of work as the proposer perceives or envisions it for each Service Area proposed.
- E. **Work Plan:** Present concepts for conducting the work plan and interrelationship of all projects. Define the scope of each task including the depth and scope of analysis or research proposed.
- F. **Fees and costs:** Although an important aspect of consideration, the financial cost estimate will not be the sole justification for consideration. Negotiations may or may not be conducted with the proposer; therefore, the proposal submitted should contain the proposer's most favorable terms and conditions, since selection and award may be made without discussion with any firm. All prices should reflect "not to exceed" amounts per item. Proposer must offer services at a rate comparable to the rate proposer offers to other governmental entities for similar work. Offering a higher rate to the City than the comparable rate is grounds for disqualification of the Proposer.
- G. **Ability of the Proposer to Perform:** Provide a detailed description of the proposer and his/her/its qualifications, including names, titles, detailed professional resumes and past experience in similar work efforts/products of key personnel who will be working on the assignment. Provide a list of specific related work projects that have been completed by the proposer which are directly related to the assignment described in this RFP. Note the specific individuals who completed such project(s). Identify role and responsibility of each member of the project team. Include the amount of time key personnel will be involved in the respective portions of the assignment. Respondents are encouraged to supply relevant examples of their professional product. Provide a list of references.

The selected firm shall not subcontract any work under the RFP nor assign any work without the prior written consent of the City.

- H. **Affidavit of Non-Collusion.** Proposer must submit a completed and executed, "Affidavit of Non-Collusion." (Copy attached as Exhibit A).

9. ADDENDA, CHANGES, AND AMENDMENTS TO THIS SOLICITATION

At any time prior to the due date for responses, the City may make changes, amendments, and addenda to this solicitation, including changing the date due to allow respondents time to address such changes. Addenda, changes, and amendments, if made, will be posted on the City's website (www.cityofvernon.org), which is deemed adequate notice. A proposer may make a request to the City's project coordinator to be placed on a list of persons to receive notice of any such addenda, changes, or amendments. The preferred manner of communications is via e-mail due to its timeliness.

10. CONDITIONS FOR RESPONSES TO RFP

The following conditions apply to this RFP process:

- A. Nothing contained in this RFP shall create any contractual relationship between the respondent and the City.
- B. This RFP does not obligate the City to establish a list of service providers qualified as prime contractors, or award an agreement to any respondent. The City reserves the right to amend or cancel this RFP without prior notice, at any time, at its sole discretion.
- C. The City shall not be liable for any expenses incurred by any individual or organization in connection with this RFP.
- D. No conversations or agreements with any officer, agent, or employee of the City shall affect or modify any terms of this RFP. Oral communications or any written/e-mail materials provided by any person other than designated contact staff of City shall not be considered binding.
- E. The City reserves the right, in its sole discretion, to accept or reject any or all Proposals without prior notice and to waive any minor irregularities or defects in a Proposal. The City reserves the right to seek clarification on a Proposal with any source.
- F. The dates, times, and sequence of events related to this RFP shall ultimately be determined by the City. The schedule shown above is subject to change, at the sole discretion of the City, although the City will attempt to follow it and, if it must be altered, will attempt to provide reasonable notice of the changes.
- G. Respondents shall not issue any news release pertaining to this RFP, or the City without prior written approval of the City.
- H. All submitted proposals and information included therein or attached thereto shall become public record upon delivery to the City.

11. RIGHT BY THE CITY TO WITHDRAW THIS REQUEST

The City may, at its sole discretion and for any reason whatsoever, withdraw this solicitation at any time.

12. PREVAILING WAGES

The provisions of California Labor Code 1770, et seq., regarding the payment of prevailing wages on public works, and related regulations, apply to all City contracts. In addition, the selected tow service companies and/or any subcontractor must be currently registered and qualified (including payment of any required fee) with the State Department of Industrial Relations pursuant to Labor Code section 1725.5 (with limited exceptions for bid purposes only under Labor Code Section 1771.1(a)). This project is subject to compliance monitoring and enforcement by the State Department of Industrial Relations.

13. STANDARD TERMS AND CONDITIONS

Prior to the award of any work hereunder, City and proposer shall enter into the City's standard agreement attached hereto as Exhibit B. Proposers responding to this RFP are strongly advised to review all the terms and conditions of the Agreement. The term of the Agreement shall not exceed three (3) years pursuant to the Vernon Municipal Code.

EXHIBIT A

AFFIDAVIT OF NON-COLLUSION

See page 11

City of Vernon Franchise Tow Fee Program Request for Proposals

AFFIDAVIT OF NON-COLLUSION BY CONTRACTOR

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

_____, being first duly sworn deposes

and says that he/she is _____

(Insert "Sole Owner", "Partner", "President", "Secretary", or other proper title)

(Insert name of bidder)

who submits herewith to the City of Vernon a bid/proposal;

That all statements of fact in such bid/proposal are true;

That such bid/proposal was not made in the interest of or on behalf of any undisclosed person, partnership, company, association, organization or corporation;

That such bid/proposal is genuine and not collusive or sham;

That said bidder has not, directly or indirectly by agreement, communication or conference with anyone attempted to induce action prejudicial to the interest of the City of Vernon, or of any other bidder or anyone else interested in the proposed contract; and further

That prior to the public opening and reading of bids/proposals, said bidder:

- a. Did not directly or indirectly, induce or solicit anyone else to submit a false or sham bid/proposal;
- b. Did not directly or indirectly, collude, conspire, connive or agree with anyone else that said bidder or anyone else would submit a false or sham bid/proposal, or that anyone should refrain from bidding or withdraw his/her bid/proposal;
- c. Did not, in any manner, directly or indirectly seek by agreement, communication or conference with anyone to raise or fix the bid/proposal price of said bidder or of anyone else, or to raise or fix any overhead, profit or cost element of his/her bid/proposal price, or of that of anyone else;
- d. Did not, directly or indirectly, submit his/her bid/proposal price or any breakdown thereof, or the contents thereof, or divulge information or data relative thereto, to any corporation, partnership, company, association, organization, bid depository, or to any member or agent thereof, or to any individual or group of individuals, except the City of Vernon, or to any person or persons who have a partnership or other financial interest with said bidder in his/her business.

I certify under penalty of perjury that the above information is correct

By: _____ Title: _____

Date: _____

EXHIBIT B
STANDARD FORM AGREEMENT

See pages 13-25

City of Vernon Franchise Tow Fee Program Request for Proposals

CITY OF VERNON
FRANCHISEE TOWING SERVICES AGREEMENT NO. _____

COVER PAGE

Franchisee:	[insert name of franchisee]
Responsible Principal of Franchisee:	[insert name, title]
Notice Information - Franchisee:	[insert name of franchisee] [insert street address] [insert city, state, zip code] Attention: [insert name, title] Phone: [insert phone number] Facsimile: [insert fax number]
Notice Information - City:	City of Vernon 4305 Santa Fe Avenue Vernon, CA 90058 Attention: Robert Sousa Chief of Police Telephone: (323) 583-8811 ext. 114 Facsimile: (323) 826-1483
Commencement Date:	[insert commencement date]
Termination Date:	[insert termination date, three years after commencement date]
Consideration:	Payment is made by Franchisee to City pursuant to Section 3 of this Agreement. Payment is made to Franchisee by City pursuant to Section 5 of this Agreement.
Records Retention Period	Three (3) years, pursuant to Sections 7 and 15.3 herein

City of Vernon Franchise Tow Fee Program Request for Proposals

CITY OF VERNON
FRANCHISEE TOWING SERVICES AGREEMENT NO. _____

This Agreement is made and entered into by and between the City of Vernon (City), a California charter City and California municipal corporation, and _____ (Franchisee), a Police Towing Company with its principal place of business at _____ (Parties) to provide towing services to the City.

The Parties agree as follows:

RECITALS

WHEREAS, Franchisee shall provide police towing services to the City of Vernon as set forth in the Request for Proposal issued on or about _____, Exhibit A, and Franchisee's proposal to the City (Proposal) dated _____, Exhibit B, both of which are attached to and incorporated into this Agreement, by reference.

WHEREAS, pursuant to Chapter 10.32 of the Vernon Municipal Code, Franchisee has applied for a Police Towing Franchise (Franchise); and

WHEREAS, the City Council has held a public hearing for the purpose of hearing persons in favor of or in opposition to the granting of such Franchise; and

WHEREAS, the City Council has determined that Franchisee has demonstrated compliance with Chapter 10.32 of the Vernon Municipal Code and has agreed to comply with all provisions of that Chapter; and

WHEREAS, it is required that City and Franchisee enter into a Franchise Towing Services Agreement (Agreement) for Police Towing services in the City of Vernon; and

WHEREAS, additional conditions have been imposed upon this grant of Franchise.

NOW, THEREFORE, the Parties do hereby agree as follows:

Section 1. GRANT OF FRANCHISE.

City grants to Franchisee a Police Towing Franchise authorizing Franchisee to engage in the business of Police Towing as set forth in Chapter 10.32 of the Vernon Municipal Code in the City of Vernon and to use the public streets and rights of way for such purpose. This grant is pursuant to the City's Request for Proposal and to Franchisee's proposal for the Franchise. Franchisee is subject to Chapter 8.9 of the Charter of the City of Vernon, the terms and conditions specified in Chapter 10.32 *et seq.*, of the Vernon Municipal Code, the terms and conditions specified in all related resolutions, the terms and conditions of this Agreement, and the representations and assurances in Franchisee's application for the Franchise.

Section 2. TERM OF FRANCHISE.

The term of this Franchise granted to Franchisee shall be for three (3) years, from _____ to _____ inclusive.

City of Vernon Franchise Tow Fee Program Request for Proposals

Section 3. FRANCHISE FEES.

3.1 During the term of the Franchise, Franchisee shall pay a franchise fee to City in an amount equal to 5% of Franchisee's gross annual receipts arising from the use, operation or possession of the Franchise, which fees shall be assessed from the date on which the ordinance granting this Franchise became effective and in accordance with Section 10.32.080 of the Vernon Municipal Code and any Resolution adopted by the City Council and in such other amounts as are set forth in any subsequent resolutions that may be adopted by the City Council at any time during the term of the Agreement.

3.2 The Franchisee shall file with the City Clerk of the City, within three (3) months after the expiration of the calendar year, or fractional calendar year, following the date of the granting of this franchise, and within three (3) months after the expiration of each calendar year thereafter, a verified statement showing in detail the total gross receipts for the Franchisee derived during the preceding calendar year, or such fractional calendar year, from the provision of official police towing services within the limits of the City. The Franchisee shall pay to the City within fifteen (15) days after the time for filing said statement, in lawful money of the United States, the aforesaid percentage of its gross receipt for the calendar year, or fractional calendar year, covered by said statement. Any neglect, omission or refusal by Franchisee to file said verified statement, or to pay said percentage at the times or in the manner hereinbefore provided, shall constitute grounds for the declaration of forfeiture of this Franchise and of all rights of Franchisee hereunder pursuant to the procedures set forth in Sections 11 and 12 herein. However, Franchisee has the ability to cure. Further, the City is responsible for insuring that Franchisee has the appropriate financial institution information for electronic transfer of the franchise fee in a timely manner. Any delays caused by incorrect financial institution information shall not constitute grounds for the declaration of a forfeiture of this Franchise.

3.3 Franchisee shall timely pay all required franchise fees to:

City of Vernon
Attention: Finance Director
4305 Santa Fe Avenue
Vernon, CA 90058

Each payment shall be accompanied by a written statement, verified by the Franchisee or a duly authorized representative of the Franchise, showing in such form and detail as the Finance Director of the City of Vernon may prescribe, the calculation of the franchise fee payable by the Franchisee and such other information as the Finance Director may require as material to a determination of the amount due.

3.4 The first payment of the franchise fee will be due on _____, and payments shall be due monthly thereafter on the 15th day of each month.

3.5 When Franchisee remits franchise fees to the City, such franchise fees shall be deemed timely paid only if delivered or postmarked on or before the due date. If fees are not timely paid, Franchisee shall be subject to suspension or termination of the Franchise pursuant to Section 14 of this Agreement and/or to any other penalties which may be

City of Vernon Franchise Tow Fee Program Request for Proposals

established and assessed by the City, including, but without limitation, late fees assessed at the rate of five percent (5%).

Section 4. TOWING SERVICES.

4.1 Franchisee shall provide Police Towing services, as set forth in Exhibit A, which is the City's Request for Proposals for Official Police Tow Services, and which includes, but without limitation, strictly adhering to the eligibility requirements, operating regulations, fees schedules, standards for tow truck equipment, standard rules of operation, response time, inspection, information regarding new or terminated tow truck drivers, tow driver training, and as set forth in Exhibit B which is Franchisee's response to the City's Request for Proposals. All services by Franchisee shall comply with all provisions of federal, state and local law and regulation, including, but without limitation Chapter 10.32 of the Vernon Municipal Code.

4.2 Franchisee understands and agrees that, although the City is granting it a franchise as a police towing service, the City may requisition towing services from other service providers as set forth in Section 10.32.120 of the Vernon Municipal Code, or if Franchisee is otherwise unavailable for any reason, in the reasonable discretion of the Vernon Chief of Police and including, but without limitation, suspension or termination of the Franchisee.

Section 5. RATES, CHARGES AND PAYMENT.

5.1 The rates and charges for towing and storage in connection with this Franchise shall be established by the City Council. The prevailing rates prescribed by the Southern Division of the California Highway Patrol, the Los Angeles Police Department, and the Los Angeles County Sheriff will be considered when establishing these rates. The rate per impound shall be \$_____ and the storage charge shall be \$_____ per day, until otherwise modified by the City Council. A sign showing the approved rates and charges shall be conspicuously posted in the Franchisee's tow office and shall be posted in a conspicuous place in the interior of each tow truck operated by Franchisee. Franchisee shall provide vehicle owners the option of payment by MasterCard and Visa. Franchisee must provide for after-hours releases of vehicles, and may collect an after-hour release fee. As part of the award of franchise the City Council will be requested to establish an after-hours release fee not to exceed ½ of the impound fee in addition to other established fees.

Section 6. REPORTS.

Franchisee shall file a monthly towing report with the Chief of Police along with payment of its monthly franchise fees. The report shall be submitted to:

Chief of Police
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058

The report shall include the information required by Section 10.32.100(H) of the Vernon Municipal Code for Franchisee and its subcontractors, certified as true and correct under penalty of perjury by a responsible owner or official of the Franchisee:

City of Vernon Franchise Tow Fee Program Request for Proposals

Section 7. FRANCHISEE'S RECORDS.

7.1 The Franchisee shall maintain accurate and complete books and accounts of all revenues and income arising out of its operations under the Franchise and in a manner, which conforms with generally accepted accounting principles. Franchisee's books, accounts and records, arising out of or related to its operation under the Franchise, shall at all times be open to inspection, examination and audit by authorized officers, employees and agents of the City. Such records shall be kept at franchisee's place of business shown in this Agreement for receipt of notices.

7.2 Franchisee shall require its subcontractors, if any, who perform Police Towing services in connection with the Franchise to keep and maintain books of account and other records showing all business transactions conducted by such subcontractors in connection with the Franchise. Franchisee agrees to use its best efforts to avoid duplication of reporting between Franchisee and its subcontractors.

Section 8. TOW VEHICLE AND DRIVER, REPORTING, COMPLIANCE, AND IDENTIFICATION.

8.1 Franchisee shall maintain on file with the City, a complete and accurate listing of every vehicle operated by Franchisee for police towing services. Franchisee shall certify, in a form acceptable to City, that every such vehicle conforms with regional and State vehicle emission standards ("emission standards"), and shall provide documentation of compliance on written request of the City. Franchisee understands and agrees that failure to conform with emission standards may result in suspension, termination or non-renewal of a Franchise.

8.2 Every vehicle operated by Franchisee and for Police Towing services in the City shall bear the following identification: Franchisee's trade name, monogram or insignia, the Franchise vehicle number, together with Franchisee's telephone number painted upon both sides of the vehicle. All lettering mentioned in this paragraph shall be not less than 2-1/4" in height and not less than 5/6" stroke. The Franchisee agrees to remove the Franchise vehicle number and all other information within 30 calendar days after the Franchise is terminated or the vehicle is sold, transferred or taken out of service.

8.3 Franchisee shall file with the Vernon Police Department, the name, address, date of birth, driver's license number, and all identification required of any tow unit driver working for Franchisee, whether as an employee or as a contractor, which information shall be filed not later than ten (10) business days following the effective date of employment or engagement. Franchisee shall also notify the Vernon Police Department within ten (10) business days of the following occurrences: the license suspension of any tow unit driver, and the end of employment, or engagement, of any tow unit driver with Franchisee.

Section 9. INDEMNIFICATION OF CITY.

9.1 Franchisee shall indemnify and hold the City harmless from and against any and all loss, damages, liability, claims, suits, costs and expenses, fines, charges or penalties whatsoever, including reasonable attorney's fees, regardless of the merit or outcome of any such claim or suit, arising from or in any manner related to the services provided or

City of Vernon Franchise Tow Fee Program Request for Proposals

business conducted under Chapter 10.32 of the Vernon Municipal Code or otherwise pursuant to this Agreement.

9.2 Franchisee shall indemnify the City, defend with counsel approved by the City, protect and hold harmless the City, its officers, employees, agents, assigns, and any successor or successors to the City's interest from and against all claims, actual damages (including but not limited to special and consequential damages), natural resources damage, punitive damages, injuries, costs, response, remediation and removal costs, losses, demands, debts, liens, liabilities, causes of action, suits, legal or administrative proceedings, interest, fines and charges, penalties and expenses (including, but not limited to, attorneys' and expert witness fees and costs incurred in connection with defending against any of the foregoing or in enforcing this indemnity) of any kind whatsoever paid, incurred or suffered by, or asserted against, the City or its officers, employees, agents or the Franchisee arising from or attributable to any repair, remediation, cleanup or detoxification, or preparation and implementation of any removal, remedial, response, or closure or other plan (regardless of whether undertaken due to governmental action) concerning any hazardous substance or hazardous waste at any place where the Franchisee stores or dispose of solid or hazardous waste. The foregoing indemnity is intended to operate as an Agreement pursuant to the Comprehensive Environmental Response, Compensation and Liability Act, 42 United States Code Section 9607, and California Health and Safety Code Section 25364, and any successor provisions, to insure, protect, hold harmless, and indemnify the City from liability.

Section 10. INSURANCE.

Franchisee shall, at its own expense, procure and maintain policies of insurance of the types and in the amounts set forth below, for the duration of the Agreement, including any extensions thereto. The policies shall state that they afford primary coverage.

- i. Automobile Liability with minimum limits of at least \$2,000,000 combined single limit, including owned, hired, and non-owned liability coverage.

(1) MCS 90 Endorsement must be attached to the auto liability policy.
- ii. Garage Keeper Legal Liability insurance with coverage limits of no less than \$1,000,000 for damage to a vehicle towed, impounded or otherwise stored by Franchisee.
- iii. On-Hook Liability insurance with coverage limits of no less than \$1,000,000 for damage to any vehicle towed by Franchisee or otherwise connected to any of Franchisee's tow trucks.
- iv. Franchisee agrees to subrogate automobile liability resulting from performance under this agreement by agreeing to defend, indemnify and hold harmless, the City, and its respective employees, agents, and City Council from and against all claims, liabilities, suits, losses, damages, injuries and expenses, including all costs and reasonable attorney's fees ("Claims"), which are attributable to any act or omission by the City under the performance of the services.

City of Vernon Franchise Tow Fee Program Request for Proposals

- v. General Liability with minimum limits of at least \$2,000,000 per occurrence and \$2,000,000 aggregate written on an Insurance Services Office (ISO) Comprehensive General Liability "occurrence" form or its equivalent for coverage on an occurrence basis. Premises/Operations and Personal Injury coverage is required. The City of Vernon, its directors, commissioners, officers, employees, agents, and volunteers must be endorsed on the policy as additional insureds as respects liability arising out of the Franchisee's performance of this Agreement.
 - (1) If Franchisee employs other contractors as part of the services rendered, Contractor's Protective Coverage is required. Franchisee may include all subcontractors as insureds under its own policy or shall furnish separate insurance for each subcontractor, meeting the requirements set forth herein.
 - (2) Franchisee agrees to subrogate General Liability resulting from performance under this agreement by agreeing to defend, indemnify and hold harmless, the City, and its respective employees, agents, and City Council from and against all claims, liabilities, suits, losses, damages, injuries and expenses, including all costs and reasonable attorney's fees ("Claims"), which are attributable to any act or omission by the City under the performance of the services.
- vi. Franchisee shall comply with the applicable sections of the California Labor Code concerning workers' compensation for injuries on the job. In addition, Franchisee shall require each subcontractor to similarly maintain workers' compensation insurance in accordance with the laws for California for all of the subcontractor's employees. Compliance is accomplished in one of the following manners:
 - (1) Provide copy of permissive self-insurance certificate approved by the State of California; or
 - (2) Secure and maintain in force a policy of workers' compensation insurance with statutory limits and Employer's Liability Insurance with a minimal limit of \$1,000,000 per accident. The policy shall be endorsed to waive all rights of subrogation against City, its directors, commissioners, officers, employees, and volunteers for losses arising from performance of this Agreement; or
 - (3) Provide a "waiver" form certifying that no employees subject to the Labor Code's Workers' Compensation provision will be used in performance of this Agreement.
- vii. Each insurance policy included in this clause shall be endorsed to state that coverage shall not be cancelled except after thirty (30) days' prior written notice to City.
- viii. Insurance shall be placed with insurers with a Best's rating of no less than A-VIII.

City of Vernon Franchise Tow Fee Program Request for Proposals

- ix. Prior to commencement of performance, Franchisee shall furnish City with a certificate of insurance for each policy. Each certificate is to be signed by a person authorized by that insurer to bind coverage on its behalf. The certificate(s) must be in a form approved by City. City may require complete, certified copies of any or all policies at any time.
- x. Failure to maintain required insurance at all times shall constitute a default and material breach. In such event, Franchisee shall immediately notify City and cease all performance under this Agreement until further directed by the City. In the absence of satisfactory insurance coverage, City may, at its option: (a) procure insurance with collection rights for premiums, attorney's fees and costs against Franchisee by way of set-off or recoupment from sums due to Franchisee, at City's option; (b) immediately terminate this Agreement and seek damages from the Agreement resulting from said breach; or (c) self-insure the risk, with all damages and costs incurred, by judgment, settlement or otherwise, including attorney's fees and costs, being collectible from Franchisee, by way of set-off or recoupment from any sums due to Franchisee.

Section 11. TERMINATION AND SUSPENSION.

The City may terminate this Agreement, without cause, by giving the Franchisee thirty (30) days written notice of such termination and the effective date thereof. The City may terminate this Agreement, with cause, by giving the Franchisee (10) days written notice of such termination and the effective date thereof. Cancellation for cause shall be at the discretion of the City and shall be, but is not limited to, failure to supply the materials, equipment or service specified within the time allowed or within the terms, conditions or provisions of this agreement. Upon notice of cancellation or suspension, the contract holder shall be given five (5) days' notice to appear before the Chief of Police or designee to show why the contract should not be revoked, in accordance with Vernon Municipal Code Chapter 10.32.130. The Franchisee may not cancel this Agreement without prior written consent from the Vernon Chief of Police.

Section 12. TEMPORARY SUSPENSION.

In addition to termination or suspension as set forth in Section 11, above, the Chief of Police may temporarily suspend any Franchisee without a hearing, whenever the continued operation by the Franchisee would constitute a danger to public health, safety, welfare or public morals, including, without limitation, where there is a failure to maintain the minimum levels and standards of liability insurance or claims reserve or failure to keep in full force and effect any applicable licenses or permits required by federal, state, local law, or regulation. The notice of temporary suspension may be personally delivered to the party named and to the address given on the application pursuant to which such Franchise was issued and to the notice address stated herein, if different, or, mailed by registered or certified mail to the party named at the address given on the application pursuant to which such Franchise was issued and to the notice address stated herein, if different. Notwithstanding other notice provisions of this Agreement, the temporary suspension is effective upon the earlier of either receipt or the expiration of 3 days from the date of mailing. The notice of temporary suspension shall include a notice of the date and time for termination hearing and all other information required by the Vernon Municipal

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Code. The temporary suspension shall remain effective until the decision on suspension or termination is made unless the suspension is lifted by written notice of the Chief of Police.

Section 13. ACCEPTANCE, WAIVER.

Franchisee agrees to be bound by and comply with all the requirements of Chapter 10.32 and this Agreement. By entering into this Agreement, Franchisee waives, to the maximum extent permitted by law, Franchisee's right to challenge the terms of this Agreement and of Chapter 10.32 under federal, state or local law, or under administrative regulation, as such laws and regulations exist as of the date of signing of this Agreement.

Section 14. GENERAL TERMS AND CONDITIONS.

14.1 INDEPENDENT STATUS. It is understood that in the performance under this Agreement, Franchisee shall be, and is, an independent operator, and is not an agent, contractor, or employee of City and shall furnish services in its own manner and method. Further, Franchisee has and shall retain the right to exercise full control over the employment, direction, compensation and discharge of all persons employed by Franchisee in its business operations. Franchisee shall be solely responsible for, and shall indemnify, defend and save City harmless from all matters relating to the payment of its employees, including compliance with social security, withholding and all other wages, salaries, benefits, taxes, exactions, and regulations of any nature whatsoever.

14.2 FRANCHISE NOT AGENT. Franchisee and its subcontractors shall have no authority, express or implied, to act on behalf of or bind the City in any capacity whatsoever as agents or otherwise.

14.3 WAIVER. The City's waiver of any term, condition, breach or default of this Agreement shall not be considered to be a waiver of any other term, condition, default or breach, nor of a subsequent breach of the one waived.

14.4 NO ASSIGNMENT. The Franchisee shall not assign or transfer any interest in this Agreement without the express prior written consent and approval of City Council.

14.5 COMPLIANCE WITH LAWS. Franchisee shall comply with all Federal, State, County and City laws, ordinances, resolutions, rules and regulations, which are, as amended from time to time, incorporated herein and applicable to the performance hereof.

14.6 ATTORNEY'S FEES. If any action at law or in equity is brought to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs and necessary disbursements in addition to any other relief to which such party may be entitled.

14.7 INTERPRETATION.

14.7.1 Applicable Law. This Agreement, and the rights and duties of the parties hereunder (both procedural and substantive), shall be governed and construed according to the laws of the State of California.

City of Vernon Franchise Tow Fee Program Request for Proposals

14.7.2 Entire Agreement. This Agreement, including any Exhibits attached hereto and any documents explicitly referenced herein, constitutes the entire agreement and understanding between the parties regarding its subject matter and supersedes all prior or contemporaneous negotiations, representations, understandings, correspondence, documentation and agreements (written or oral).

14.7.3 Written Amendment. This Agreement may only be changed by written amendment signed by Franchisee and the City Administrator or other authorized representative of the City, subject to any requisite authorization by the City Council. Any oral representations or modifications concerning this Agreement shall be of no force or effect.

14.7.4 Severability. If any provision in this Agreement is held by any court of competent jurisdiction to be invalid, illegal, void, or unenforceable, such portion shall be deemed severed from this Agreement, and the remaining provisions shall nevertheless continue in full force and effect as fully as though such invalid, illegal, or unenforceable portion had never been part of this Agreement.

14.7.5 Choice of Forum. The parties hereby agree that this Agreement is to be enforced in accordance with the laws of the State of California, is entered into and is to be performed in the City of Vernon and that all claims or controversies arising out of or related to performance under this Agreement shall be submitted to and resolved in a forum within the County of Los Angeles at a place to be determined by the rules of the forum.

14.7.6 Order of Precedence. In case of conflict between the terms of this Agreement and the terms contained in any document attached as an Exhibit or otherwise incorporated by reference, the order of precedence is as follows: Charter the City of Vernon, the Vernon Municipal Code, the ordinance granting this Franchise, resolutions of the City of Vernon this Agreement, the City's Request for Proposals for Official Police Towing Services, and Franchisee's Response to the City's Request for Proposals for Official Police Towing Services.

14.7.7 Duplicate Originals. There shall be two (2) fully signed copies of this Agreement, each of which shall be deemed an original.

14.8 AUTHORITY OF FRANCHISEE. The Franchisee hereby represents and warrants to the City that the Franchisee has the right, power, legal capacity and authority to enter into and perform its obligations under this Agreement, and its execution of this Agreement has been duly authorized.

Section 15. ADDITIONAL ASSURANCES.

15.1 EQUAL EMPLOYMENT OPPORTUNITY PRACTICES.

Franchisee certifies and represents that, during the performance of this Agreement, Franchisee and any other parties with whom it may subcontract shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religion, color, national origin, ancestry, disability, sex, age, medical condition, marital status. Franchisee further certifies that it will not maintain any segregated facilities. Franchisee further agrees to comply with The Equal Employment Opportunity Practices provisions as set forth in Exhibit "C".

City of Vernon Franchise Tow Fee Program Request for Proposals

15.2 BUSINESS LICENSES. Franchisee shall obtain, and pay any and all costs associated therewith, any Vernon Business License, which may be required by the Vernon Municipal Code and all permits, and licenses applicable to Franchisee's operations under this Franchise, which are required of Franchisee by any governmental agency.

15.3 MAINTENANCE AND INSPECTION OF RECORDS.

The City, or its authorized auditors or representatives, shall have access to and the right to audit and reproduce any of the Franchisee's records to the extent the City deems necessary to insure it is receiving all money to which it is entitled under the Agreement and/or is paying only the amounts to which Franchisee is properly entitled under the Agreement or for other purposes relating to the Agreement.

The Franchisee shall maintain and preserve all such records for a period of at least 3 years after termination of the Agreement.

The Franchisee shall maintain all such records in the City of Vernon. If not, the Franchisee shall, upon request, promptly deliver the records to the City of Vernon or reimburse the City for all reasonable and extra costs incurred in conducting the audit at a location other than the City of Vernon, including, but not limited to, such additional (out of the City) expenses for personal, salaries, private auditors, travel, lodging, meals and overhead.

15.4 CONFLICT. Franchisee hereby represents warrants and certifies that no member, officer or employee of the Franchisee is a director, officer or employee of the City of Vernon, or a member of any of its boards, commissions or committees, except to the extent permitted by law.

Section 16. PREVAILING WAGES

The provisions of California Labor Code 1770, et seq., regarding the payment of prevailing wages on public works, and related regulations, apply to all City contracts. In addition, the selected tow service companies and/or any subcontractor must be currently registered and qualified (including payment of any required fee) with the State Department of Industrial Relations pursuant to Labor Code section 1725.5 (with limited exceptions for bid purposes only under Labor Code Section 1771.1(a)). This project is subject to compliance monitoring and enforcement by the State Department of Industrial Relations.

Section 17. NOTICES.

Except as otherwise provided in this Agreement, all notices required by this Agreement or by Chapter 10.32 of the Vernon Municipal Code shall be given by personal service or by deposit in the United States mail, postage pre-paid and return receipt requested, addressed to the parties as follows:

To City: Chief of Police
Vernon Police Department
4305 Santa Fe Avenue
Vernon, CA 90058

City of Vernon Franchise Tow Fee Program Request for Proposals

Copies to: Director of Finance
City of Vernon
4305 Santa Fe Avenue
Vernon, CA 90058

Franchisee:

Notice shall be deemed effective on the date personally served or, if mailed, three days the date deposited in the mail.

[Signatures Begin on Next Page].

City of Vernon Franchise Tow Fee Program Request for Proposals

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date set forth below.

City of Vernon, a California charter City
and California municipal corporation

[FRANCHISEE'S NAME, a [State
incorporated in] corporation

DATED: _____

DATED: _____

Carlos Fandino, City Administrator

By: _____

Name: _____

Title: _____

ATTEST:

Lisa Pope, City Clerk

By: _____

Name: _____

Title: _____

APPROVED AS TO FORM:

Zaynah N. Moussa,
Interim City Attorney

EXHIBIT C

THE EQUAL EMPLOYMENT OPPORTUNITY

PRACTICES PROVISIONS

- A. Franchisee certifies and represents that, during the performance of this Agreement, the Franchisee and each subcontractor shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religious creed, color, national origin, ancestry, handicap, sex, or age. Franchisee further certifies that it will not maintain any segregated facilities.
- B. Franchisee agrees that it shall, in all solicitations or advertisements for applicants for employment placed by or on behalf of Franchisee, state that it is an "Equal Opportunity Employer" or that all qualified applicants will receive consideration for employment without regard to their race, religious creed, color, national origin, ancestry, handicap, sex or age.
- C. Franchisee agrees that it shall, if requested to do so by the City, certify that it has not, in the performance of this Agreement, discriminated against applicants or employees because of their membership in a protected class.
- D. Franchisee agrees to provide the City with access to, and, if requested to do so by City, through its awarding authority, provide copies of all of its records pertaining or relating to its employment practices, except to the extent such records or portions of such records are confidential or privileged under state or federal law.
- E. Nothing contained in this Agreement shall be construed in any manner as to require or permit any act which is prohibited by law.

HUNTINGTON PARK BULLETIN

This space for filing stamp only

3731 WILSHIRE BLVD STE 840, LOS ANGELES, CA 90010
Telephone (323) 556-5720 / Fax (213) 835-0584

LISA POPE
CITY OF VERNON CITY CLERK
4305 SANTA FE AVE
VERNON, CA - 90058

PROOF OF PUBLICATION

(2015.5 C.C.P.)

State of California)
County of LOS ANGELES) ss

Notice Type: HRG - NOTICE OF HEARING

Ad Description:

Notice of Public Hearing - Granting a Franchise Towing Agree

I am a citizen of the United States and a resident of the State of California; I am over the age of eighteen years, and not a party to or interested in the above entitled matter. I am the principal clerk of the printer and publisher of the HUNTINGTON PARK BULLETIN, a newspaper published in the English language in the city of HUNTINGTON PARK, county of LOS ANGELES, and adjudged a newspaper of general circulation as defined by the laws of the State of California by the Superior Court of the County of LOS ANGELES, State of California, under date 06/14/1943, Case No. 485073. That the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

07/07/2022

Executed on: 07/07/2022
At Los Angeles, California

I certify (or declare) under penalty of perjury that the foregoing is true and correct.



Signature



Email

PRE #: 3601864

NOTICE OF CITY COUNCIL PUBLIC HEARING

The City Council of the City of Vernon will conduct a public hearing, which you may attend, at Vernon City Hall, City Council Chamber, 4305 Santa Fe Avenue, Vernon, CA 90058, or via Zoom Webinar at <http://www.cityofvernon.org/webinar-cc>, in accordance with Assembly Bill 361, on **Tuesday, July 19, 2022 at 9:00 a.m.** (or as soon thereafter as the matter can be heard), to:

Consider granting a franchise towing services agreement to Mr. C's Towing of South Gate, Inc. and Towwerks, LLC. (dba Viertel's Central / Northeast Division).

All relevant documents will be available for public review on the City's website once the agenda for the meeting is posted or from the City Clerk at CityClerk@cityofvernon.org or (323) 583-8811 ext. 546. All interested persons will be given an opportunity to comment on the above-referenced items during the public hearing. In addition, written comment or questions may be submitted prior to the hearing as set forth below. Written Testimony or questions must be received prior to 9:00 a.m. on the date of the hearing.

Please send your comments or questions to:
Robert Sousa, Chief of Police
City of Vernon

4305 Santa Fe Avenue, Vernon, CA 90058
(323) 583-8811 ext. 114
Email: PDadmin@covpd.org

If you challenge the granting of these franchise towing services agreements or any provision thereof in court, you may be limited to raising only those issues you or someone else raised at the hearing described in this notice or in written correspondence delivered to the City of Vernon at, or prior to, the meeting.

In compliance with the Americans with Disabilities Act (ADA), if you need special assistance to participate in the meeting, please contact the Office of the City Clerk at (323) 583-8811 ext. 546.

The hearing may be continued, adjourned, or cancelled and rescheduled to a stated time and place without further notice of a public hearing.

Dated: June 30, 2022
s/Lisa Pope, City Clerk
Publish: July 7, 2022
7/7/22

PRE-3601864#
HUNTINGTON PARK BULLETIN

City Council Agenda Item Report

Submitted by: Sandra Dolson
Submitting Department: City Clerk
Meeting Date: July 19, 2022

SUBJECT

Approval of Minutes

Recommendation:

Approve the June 21, 2022 Regular City Council and June 27, 2022 Special City Council meeting minutes.

Background:

Staff has prepared and hereby submits the minutes for approval.

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

1. [20220621 City Council Minutes](#)
2. [20220627 Special City Council Minutes](#)

**MINUTES
VERNON CITY COUNCIL
REGULAR MEETING
TUESDAY, JUNE 21, 2022
COUNCIL CHAMBER, 4305 SANTA FE AVENUE**

CALL TO ORDER

Mayor Lopez called the meeting to order at 9:04 a.m.

FLAG SALUTE

Mayor Lopez led the Flag Salute.

ROLL CALL

PRESENT:

Leticia Lopez, Mayor (via remote access)
Crystal Larios Mayor Pro Tem
William Davis, Council Member
Judith Merlo, Council Member
Melissa Ybarra, Council Member

STAFF PRESENT:

Carlos Fandino, City Administrator
Angela Kimmey, Deputy City Administrator
Zaynah Moussa, Interim City Attorney
Lisa Pope, City Clerk
Scott Williams, Finance Director
Fredrick Agyin, Health and Environmental Control Director
Michael Earl, Human Resources Director
Robert Sousa, Police Chief
Todd Dusenberry, Acting Public Utilities General Manager
Dan Wall, Public Works Director
Manny Garcia, Deputy Public Works Director

APPROVAL OF THE AGENDA

MOTION

Council Member Ybarra moved and Mayor Pro Tem Larios seconded a motion to approve the agenda. The question was called and the motion carried unanimously.

PUBLIC COMMENT

None.

RECESS

Mayor Lopez recessed the meeting at 9:06 a.m. The meeting reconvened at 9:08 a.m.

PRESENTATIONS

1. Employee Service Pin Awards for May 2022

Recommendation: No action required by City Council. This is a presentation only.

Human Resources Director Earl acknowledged Fernando Flores, Utilities Dispatcher, Claudia Luna, Assistant Buyer, Daniel M. Onopa, Police Sergeant, Veronica Avendano, Administrative Secretary, and Joanna Hurtado-Moreno, Assistant Civil Engineer, as the Employee Service Pin Award recipients for May 2022.

2. Proclamation Recognizing Retired Employee - Renan Castro

Recommendation: Acknowledge and present a proclamation to retired employee Renan Castro, Warehouse Worker, Lead in recognition of his dedicated service to the City of Vernon.

Human Resources Director Earl acknowledged Renan Castro for his service.

3. Westside Specific Plan Study Session

Recommendation: No action required by City Council. This is a presentation and discussion item only.

Public Works Director Wall, Deputy Public Works Director Garcia, and Phil Burns, Arroyo Group, presented the item.

Steve Freed, Vernon Chamber of Commerce, expressed appreciation for the proposed plan, but expressed concern with the immediate need the City has to increase the voter population.

Marisa Olguin, Vernon Chamber of Commerce, encouraged immediate implementation of streamlining the Alameda corridor and expressed concern with one lane on Santa Fe.

Jack Cline discussed the proposal to reduce vehicular traffic on Santa Fe and unfulfilled promises of the past. He suggested Council consider timelines and the results of prior specific plans versus negative consequences.

Juliet Goff complimented the Arroyo Group for the process. She suggested first fixing Alameda. She discussed the need to increase the voter pool and eligible Council Members and asked for costs of proposed goals.

Douglas Williams expressed the need to ensure private investments were financially feasible and sustainable.

Karina Macias, Huntington Park Council Member, addressed the Council regarding the Westside Specific Plan, expressing concern with the diversion of truck traffic. She requested Vernon staff work with Huntington Park staff. (Note- Ms. Macias' comments occurred during Item No. 28).

Council Member Ybarra stated it was necessary to improve traffic prior to adding housing. She discussed the need to create and retain a sustainable and competitive Vernon.

Mayor Lopez stated she would like to see how Alameda would work prior to other modifications. She stated she was skeptical about Project No. 3 because there were too many units in one place.

Mayor Pro Tem Larios requested a timeline and asked how soon housing would be available.

Mr. Burns explained the distinction between the regulations and implementation strategies.

Council Member Merlo asked about the motive for targeting childless couples and questioned involvement in local government. Mr. Burns stated only a small percentage of any group of people were actively involved. He discussed the proposed residential developments.

Council Member Ybarra asked about State mandates for low income housing. Mr. Burns explained affordable housing requirements. He discussed the infrastructural changes to implement the Alameda East Vernon Truck Corridor and discussions with the City of Los Angeles. He discussed the fiscal analysis of the project and stated early returns showed the project to be fiscally advantageous. He addressed manufacturing, distribution, and production.

In response to Mayor Pro Tem Larios, Mr. Burns explained the next steps of the process.

PUBLIC HEARINGS

4. Request for Zoning Code Variance for 3030 Atlantic Boulevard

Recommendation: A. Find that the proposed action is exempt from the California Environmental Quality Act (CEQA), in accordance with CEQA Guidelines Section 15061(b)(3), the general rule is that CEQA only applies to projects that may have a significant effect on the environment, and to the extent the property owner seeks to engage in actual physical construction or development, such would be subject to independent CEQA review and analysis; and B. Adopt Resolution No. 2022-18 granting the zoning code variance requested to facilitate Magellan Atlantic I, LLC's

construction of a private access road (for ingress and egress), across the existing parking lot and under the railroad tracks, subject to the conditions of approval for the property located at 3030 Atlantic Boulevard.

Public Works Director Wall presented the staff report.

Mayor Lopez opened the public hearing. There being no speakers, Mayor Lopez closed the public hearing.

MOTION

Council Member Ybarra moved and Mayor Pro Tem Larios seconded a motion to A. Find that the proposed action is exempt from the CEQA., in accordance with CEQA Guidelines Section 15061(b)(3), the general rule is that CEQA only applies to projects that may have a significant effect on the environment, and to the extent the property owner seeks to engage in actual physical construction or development, such would be subject to independent CEQA review and analysis; and B. Adopt Resolution No. 2022-18 granting the zoning code variance requested to facilitate Magellan Atlantic I, LLC's construction of a private access road (for ingress and egress), across the existing parking lot and under the railroad tracks, subject to the conditions of approval for the property located at 3030 Atlantic Boulevard. The question was called and the motion carried unanimously.

CONSENT CALENDAR

MOTION

Council Member Ybarra moved and Council Member Davis seconded a motion to approve the Consent Calendar. The question was called and the motion carried unanimously.

The Consent Calendar consisted of the following items:

5. Approval of Minutes

Recommendation: Approve the June 7, 2022 Regular City Council meeting minutes.

6. Conduct of Meetings via Teleconference Pursuant to Assembly Bill 361

Recommendation: Ratify the findings in Resolution No. 2021-36 authorizing continued conduct of City Council and all other City legislative body meetings via teleconference, in accordance with Assembly Bill 361 (AB 361), due to continued public health and safety concerns caused by COVID-19.

7. Claims Against City

Recommendation: Receive and file claim submitted by Jorge Favela in the amount of \$1,360.68.

8. Operating Account Warrant Register

Recommendation: Approve Operating Account Warrant Register No. 89, for the period of May 22 through June 4, 2022, totaling \$4,655,614.54 and consisting of ratification of electronic payments totaling \$4,260,599.14 and ratification of the issuance of early checks totaling \$395,015.40.

9. City Payroll Warrant Register

Recommendation: Approve City Payroll Warrant Register No. 792, for the period of May 1 through May 31, 2022, totaling \$2,697,080.42 and consisting of ratification of direct deposits, checks and taxes totaling \$1,789,996.02 and ratification of checks and electronic fund transfers (EFT) for payroll related disbursements totaling \$907,084.40 paid through operating bank account.

10. Military Equipment Use Policy

Recommendation: A. Conduct second reading and adopt Ordinance No. 1282 adding Chapter 9.06 to Title 9 Public Peace and Welfare to the Vernon Municipal Code governing the use of military equipment; and B. Adopt Vernon Police Department's Military Equipment Use Policy.

11. Fire Department Activity Report

Recommendation: Receive and file the April 2022 Fire Department Activity Report.

12. Police Department Activity Report

Recommendation: Receive and file the April 2022 Police Department Activity Report.

13. Quarterly City Housing Report

Recommendation: Receive and file the June 2022 City Housing Quarterly Report.

14. Warehouse Special Parcel Tax Rate Adjustment for Fiscal Year 2022-2023

Recommendation: A. Adopt Resolution No. 2022-19 determining the Warehouse Special Parcel Tax levied for Fiscal Year (FY) 2022-2023 pursuant to Municipal Code Section 3.20.010; and B. Approve and authorize the Director of Finance to execute an Agreement for Billing of Direct Assessments (Warehouse Special Parcel Tax) with the County of Los Angeles Auditor-Controller's Office, in substantially the same form as submitted, for the collection and distribution of the Warehouse Special Parcel Tax for FY 2022-2023.

15. Public Safety Special Parcel Tax Rate Adjustment for Fiscal Year 2022-2023

Recommendation: A. Adopt Resolution No. 2022-20 determining the Public Safety Special Parcel Tax levied for Fiscal Year (FY) 2022-2023, pursuant to Municipal Code Section 3.20.020; and B. Approve and authorize the Director of Finance to execute an Agreement for Billing Direct Assessments (Public Safety Special Parcel Tax) with the County of Los Angeles Auditor-Controller's Office, in substantially the same form as submitted, for the collection and distribution of the Public Safety Special Parcel Tax for FY 2022-2023.

16. Blanket Purchase Order with The Home Depot

Recommendation: A. Find that the best interests of the City are served by a direct award of a blanket Purchase Order to The Home Depot, without a competitive selection process pursuant to Section 3.32.110 (B)(2) of the Vernon Municipal Code (VMC); and B. Approve the issuance of a blanket Purchase Order with The Home Depot in an amount not-to-exceed \$179,250 to procure supplies for the Public Works Department and Vernon Public Utilities for operational needs and special projects for Fiscal Year (FY) 2022-2023.

17. Amendment No. 2 to the Services Agreement with Jacobs Engineering Group, Inc. for Environmental Compliance Support Services

Recommendation: Approve and authorize the City Administrator to execute Amendment No. 2 to the Services Agreement with Jacobs Engineering Group, Inc., in substantially the same form as submitted, for as-needed environmental

compliance support services, increasing the contract by \$371,834 and bringing the contract total not-to-exceed amount to \$1,116,656.

18. Construction Contract with General Pump Company, Inc. for On-Call Well and Booster Pump Repairs

Recommendation: A. Find that the proposed action is categorically exempt from (CEQA) review, in accordance with CEQA Guidelines Section 15301, because the project consists of the maintenance, repair or minor alteration of existing facilities and involves negligible or no expansion of an existing use; B. Accept the bid from General Pump Company, Inc., as the lowest responsive and responsible bidder; and C. Approve and authorize the City Administrator to execute a Construction Contract with General Pump Company, Inc., in substantially the same form as submitted, in an amount not-to-exceed \$1,200,000 for on-call pump repair services.

19. Revision to Daggett Solar Power 2 Project Power Sales Agreement with Southern California Public Power Authority

Recommendation: A. Find that approval of the proposed action is exempt from CEQA review, because it is an administrative and fiscal activity that will not result in direct or indirect physical changes in the environment, and therefore does not constitute a “project” as defined by CEQA Guidelines section 15378; with regard to the underlying project and pursuant to the Power Purchase Agreement between SCPA and Daggett Solar Power 2 LLC, the lead agencies have obtained all CEQA determinations required for the construction, operation, and maintenance of the facility, or such determinations are reasonably expected to be timely obtained; and B. Approve and authorize the City Administrator to execute the revised Daggett Solar Power 2 Project Power Sales Agreement with Southern California Public Power Authority, in substantially the same form as submitted, for the purpose of purchasing 60 megawatts of solar power and 30 megawatts of battery storage with associated green attributes through the Daggett Solar Power 2 Project at a revised projected annual amount of approximately \$8,100,000 over a 20-year term.

20. Cancellation of Vernon’s Transmission Owner Tariff

Recommendation: A. Find that the proposed action does not constitute a “project” pursuant to Section 15378(b)(2) of the Guidelines to the California Environmental Quality Act (CEQA) because such action constitutes an administrative activity; and even if the adoption of the proposed item did constitute a project, it would be exempt in accordance with CEQA Guidelines Section 15061(b)(3), the general rule that CEQA only applies to projects that may have an effect on the environment; and B. Adopt Resolution 2022-21 approving the cancellation of Vernon’s Transmission Owner Tariff.

21. Services Agreement with Hill Brothers Chemical Company for Supply of Aqueous Ammonia for Malburg Generating Station

Recommendation: A. Approve and authorize the City Administrator to execute a Services Agreement with Hill Brothers Chemical Company, in substantially the same form as submitted, for the supply of 19% aqueous ammonia for a total amount not to exceed \$135,800, for a three-year term; and B. Authorize a contingency amount of \$13,500 in the event of price volatility, and grant authority

to the City Administrator to amend the total contract value by an amount up to the contingency amount, if necessary.

22. Services Agreement with Nalco Water for Chemical Water Treatment Services for Malburg Generating Station

Recommendation: A. Approve and authorize the City Administrator to execute a Services Agreement with Nalco Water, in substantially the same form as submitted, for Water Treatment Chemical Services for the Malburg Generating Station for a total amount not to exceed \$1,124,717, for a three-year term; and B. Authorize a contingency amount of \$112,470 in the event of price volatility, and grant authority to the City Administrator to amend the total contract value by an amount up to the contingency amount, if necessary.

23. Property and Casualty Insurance Placements for Fiscal Year 2022-2023

Recommendation: Approve and authorize the City Administrator to execute related documents for procurement of necessary annual insurance coverage for Fiscal Year (FY) 2022 -23 effective July 1, 2022 to June 30, 2023, with total premiums estimated at approximately \$3,765,514 and not-to-exceed \$3,980,000.

24. Purchase Contract with Merrimac Energy Group to Procure Fuel

Recommendation: Approve and authorize the issuance of a Purchase Contract with Merrimac Energy Group in an amount not-to-exceed \$500,000 to procure fuel for Citywide fleet for Fiscal Year 2022-2023.

25. Purchase Contract for City Contract No. CS-1466: City Hall Chiller Condenser Coils Replacement

Recommendation: A. Find that the proposed action is categorically exempt CEQA review, in accordance with CEQA Guidelines § 15301, because the project consists of the maintenance, repair or minor alteration of existing equipment and involves negligible or no expansion of an existing use; B. Approve and authorize the issuance of a Purchase Contract with Western Allied Corporation for the replacement of the City Hall Chiller condenser coils for a total amount of \$35,990; and C. Authorize a contingency of \$10,000 in the event that additional unforeseen repairs are necessary, and grant authority to the City Administrator to issue change orders or an amount up to the contingency amount, if necessary.

26. Annual Statement of Investment Policy for Fiscal Year 2022-2023

Recommendation: Adopt Resolution 2022-22 approving an Annual Statement of Investment Policy for Fiscal Year (FY) 2022-2023 and delegating investment authority to the Director of Finance/City Treasurer.

NEW BUSINESS

27. University of Southern California (USC) Keck School of Medicine Internship Affiliation Agreement

Recommendation: Approve and authorize the City Administrator to execute the Internship Affiliation Agreement with USC Keck School of Medicine in substantially the same form as submitted.

Health and Environmental Control Director Agyin presented the staff report.

MOTION

Mayor Pro Tem Larios moved and Council Member Ybarra seconded a motion to approve and authorize the City Administrator to execute the Internship Affiliation Agreement with USC Keck School of Medicine in substantially the same form as submitted. The question was called and the motion carried unanimously.

28. Moratorium on Warehouse Uses, Freight and Terminals, Container Storage and Parking

Recommendation: A. Find that the proposed action is exempt under the California Environmental Quality Act (CEQA) review, because it is general policy and procedure-making activity that is unrelated to any specific project, which must undergo separate CEQA review, and that will not result in direct physical changes or reasonably foreseeable indirect physical changes in the environment, and therefore does not constitute a “project” as defined by CEQA Guidelines Section 15378; and B. Adopt Interim Urgency Ordinance No. 1283 establishing a 45-day temporary moratorium on the establishment, expansion, or modification of warehouse uses, freight terminals, truck terminals, container storage, and container parking in the City of Vernon.

Public Works Director Wall presented the staff report.

In response to Council questions, Public Works Director Wall explained that the moratorium was a pause on development to further study the potential impacts of warehouse developments.

Ralph Velador, Laborers International Union (LiUNA), discussed the City’s exclusively industrial nature and the need to bring in more businesses. He indicated opposition to the moratorium due to the impact to jobs.

Jayson Baiz, LiUNA, expressed opposition to the moratorium due to the impact on jobs.

Jose Radillo, LiUNA, indicated opposition to the 45-day moratorium due to potential slow down in construction and impact to the economy. He urged the Council to consider the working families.

Robert Wendell, Director of Environmental Affairs for Dunn-Edwards Corporation, expressed concern about the moratorium due to potential restrictions on future use of the Dunn Edwards Campus and urged the expiration in 45-days.

Bruce Heathcote, Dunn-Edwards Corporation, indicated opposition to the moratorium and addressed reduced economic opportunities due to a coming recession.

Steve Freed, MT Vernon Industrial LLC, discussed warehouse buildings on his property. He stated he understood the concern behind the loss of large utility users leaving the City but indicated opposition to the moratorium.

Heather Crossner, Bridge Industrial, suggested studies without a moratorium and requested denying approval of the moratorium.

Michael Bagwell, Sandberg Furniture, indicated opposition to the proposed ordinance. He stated it would detrimentally affect a sales contract currently in escrow and that they had sought legal counsel to protect their properties. He questioned the urgency findings.

Clark Neuhoff, Alere Property Group, discussed current negotiations for new warehouse use on their property. He urged the Council to reject the moratorium.

Marisa Olguin, Vernon Chamber of Commerce, expressed concern that current property owners might be in negotiations. She stated she understood the impact of Farmer John's departure but indicated opposition to the ordinance.

Eric Gustafson, Coast Packing, proposed not enacting the moratorium rather, working together.

Stephanie Mallory, Jetro Cash and Carry, indicated opposition to the moratorium and expressed concern with the impact of the moratorium.

Jack Cline, President of Lee and Associates Los Angeles, discussed Vernon's past challenges and urged the Council to work with the citizens and business community.

Douglas Williams indicated opposition to the moratorium.

Stefane Wandel, NAIOP SoCal, stated she was opposed to the moratorium and was willing to work with the City.

Brian Wong, North Palisades Partners, expressed concern about projects currently in the permitting process and indicated opposition to the moratorium.

Matt McRoskey, Jones Lang LaSalle, discussed his real estate clients and expressed opposition to the moratorium.

Jimmy Andreoli, Baker Commodities, expressed concern with the drastic step with minimal notice to the business community and stated he was opposed to the moratorium.

Tom Ashcraft, 9th St. Partners, expressed opposition to the moratorium on development of warehouse uses.

Juliet Goff, Kal Plastics, expressed concern with the proposed moratorium.

Tom Condon, Colliers International, agreed with the fellow community members opposing the moratorium.

RECESS

Mayor Lopez called a recess at 11:23 a.m. The meeting reconvened at 11:37 a.m. with all Council Members present (Mayor Pro Tem Larios and Mayor Lopez via remote participation).

City Administrator Fandino stated the City was committed to 100% transparency, good governance, and protecting the interests of the City, community and residents.

Interim City Attorney Moussa addressed form and procedure, explained the statutory authority in Government Code Section 65858.

Public Works Director Wall explained exemptions for pending permits; and efforts to work with businesses, and collaborate with property owners. He discussed concerns with truck trips, limited employment with modern warehouses, and use of electricity.

Council Member Ybarra expressed understanding the need for a pause, concerns with air quality, roads, infrastructure and truck traffic. She stated she was disappointed that the matter was not presented to the Business and Industry Commission (BIC), and input obtained from the business community. She discussed the need for transparency and sustainability. Public Works Director Wall and City Administrator Fandino explained the statute to prevent front running regulation, special BIC meeting, and the purpose of the moratorium to regulate larger scale warehousing.

Mayor Lopez stated a 45-day pause was appropriate and she wanted to ensure the City work with the businesses.

Mayor Pro Tem Larios asked if the goals can be attained without the pause. Public Works Director Wall explained the potential flood of applications. Interim City Attorney Moussa stated the existing code allowed warehouses by right, with no discretion by staff or Council. City Administrator Fandino stated the 45-day pause provided the opportunity to work with the community.

Mayor Lopez reopened the public comment portion of the item.

Steve Freed, Chamber of Commerce, Chair and property owner/business owner, suggested allowing current uses to continue to lease properties. Public Works Director Wall stated the three year lease prohibition could be removed from the moratorium.

John Peterson stated there would be unintended consequences of a moratorium and it would unlikely be resolved in 45 days.

Clark Neuhoﬀ, Alere Property Group, asked what constituted pending approval and discussed their investment in a pending purchase. Public Works Director Wall explained pending approval included substantial submittals with limited scope of corrections.

Heather Crosner requested clarification on pending approval be added to the resolution.

Jack Cline asked if conditional use permits could be submitted for a logistics use.

Douglas Williams stated 45 days was too long and suggested limiting the moratorium to 15 days.

Anna Andreoli, Baker Commodities, asked about expansion of current warehousing – cold storage. Public Works Director Wall explained that pending permits were exempt under the moratorium.

MOTION

Council Member Ybarra moved and Mayor Lopez seconded a motion to: A. Find that the proposed action is exempt under the California Environmental Quality Act (CEQA) review, because it is general policy and procedure-making activity that is unrelated to any specific project, which must undergo separate CEQA review, and that will not result in direct physical changes or reasonably foreseeable indirect physical changes in the environment, and therefore does not constitute a “project” as defined by CEQA Guidelines Section 15378; and B. Adopt Interim Urgency Ordinance No. 1283 establishing a 45-day temporary moratorium on the establishment, expansion, or modification of warehouse uses, freight terminals, truck terminals, container storage, and container parking in the City of Vernon, amending Sections 5.B.3. and 5.B.4. to read as follows:

5.B.3. Any new or renewed lease agreement.

5.B.4. The establishment, expansion, or modification of any warehouse or related facilities with pending permits (which includes submittal of a site plan for review) or that have already received full approvals and commenced construction or incurred expenses for construction prior to this Ordinance.

The question was called and the motion carried unanimously.

29. Professional Services Agreement with Tyler Technologies for Citywide Enterprise Resource Planning (ERP) Software as a Service (SaaS) Hosting and Support

Recommendation: Authorize additional funds in the amount of \$729,926 to Contract IT-0152 for the SaaS annual fees with Tyler Technologies, Inc. for a Citywide ERP Software System, Hosting, Implementation, and Support, bringing the total not-to-exceed amount of the contract to \$3,037,949.

Finance Director Williams presented the staff report.

MOTION

Council Member Ybarra moved and Council Member Davis seconded a motion to: Authorize additional funds in the amount of \$729,926 to Contract IT-0152 for the SaaS annual fees with Tyler Technologies, Inc. for a Citywide ERP Software System, Hosting, Implementation, and Support, bringing the total not-to-exceed amount of the contract to \$3,037,949. The question was called and the motion carried unanimously.

ORAL REPORTS

City Administrator Reports on Activities and other Announcements.

City Administrator Fandino announced free COVID-19 testing; Vernon Job Fair on June 23, 2022, 9 a.m. to 1 p.m.; Southern California Curling Center Event on July 1-3, 2022; Vernon Housing Commission Special Meeting on June 29, 2022; and Capital Project deferment.

City Council Reports on Activities (including AB 1234), Announcements, or Directives to Staff.

None.

RECESS

Mayor Lopez recessed the meeting to Closed Session at 12:32 p.m.

CLOSED SESSION

30. CONFERENCE WITH LABOR NEGOTIATORS

Government Code Section 54957.6

Agency Designated Representative: Carlos Fandino, City Administrator
Employee Organizations: Management, Confidential, Executive, Elected Officials, and Unclassified (Unrepresented), Teamsters Local 911, IBEW Local 47, Vernon Police Management Association, and Vernon Police Officers' Benefit Association

31. PUBLIC EMPLOYMENT

Government Code Section 54957(b)(1) Title: City Attorney

32. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Government Code Section 54956.8

Property: APNs 6303-005-034, 6303-005-035, and 6303-005-036

Agency negotiator: Carlos Fandino, City Administrator

Negotiating parties: Clougherty Packing, LLC

Under negotiation: Price and terms of payment

33. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Government Code Section 54956.8

Property: APNs 6303-013-052, 6303-013-053, 6303-013-054 and 6303-013-055

Agency negotiator: Carlos Fandino, City Administrator

Negotiating parties: Smithfield Packaged Meats Corp.

Under negotiation: Price and terms of payment

34. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Government Code Section 54956.8

Property: 4010 East 26th Street, Vernon, CA, 90058

Agency negotiator: Carlos Fandino, City Administrator

Negotiating parties: Rehrig Pacific Company

Under negotiation: Price and terms of payment

RECONVENE

At 1:58 p.m., Mayor Lopez adjourned Closed Session and reconvened the regular meeting.

CLOSED SESSION REPORT

Interim City Attorney Moussa reported that the Council met in Closed Session, discussed the items on the agenda, and took no reportable action.

ADJOURNMENT

Mayor Lopez adjourned the meeting at 1:59 p.m.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

**MINUTES
VERNON CITY COUNCIL
SPECIAL MEETING
MONDAY, JUNE 27, 2022
REMOTE LOCATION VIA ZOOM
CLOSED SESSION – CITY HALL CONFERENCE ROOM 3**

CALL TO ORDER

Mayor Lopez called the meeting to order at 9:16 a.m.

FLAG SALUTE

Mayor Lopez led the Flag Salute.

ROLL CALL

PRESENT:

Leticia Lopez, Mayor
Crystal Larios, Mayor Pro Tem
William Davis, Council Member
Judith Merlo, Council Member
Melissa Ybarra, Council Member

STAFF PRESENT:

Carlos Fandino, City Administrator
Zaynah Moussa, Interim City Attorney
Lisa Pope, City Clerk
Michael Earl, Human Resources Director

APPROVAL OF THE AGENDA

MOTION

Council Member Ybarra moved and Mayor Pro Tem Larios seconded a motion to approve the agenda. The question was called and the motion carried unanimously.

PUBLIC COMMENT

None.

RECESS

Mayor Lopez recessed the meeting to Closed Session at 9:17 a.m.

CLOSED SESSION

1. PUBLIC EMPLOYMENT

Government Code Section 54957(b)(1)
Title: City Attorney

2. PUBLIC EMPLOYEE APPOINTMENT

Government Code Section 54957(b)(1)
Title: City Attorney

3. CONFERENCE WITH LABOR NEGOTIATORS

Government Code Section 54957.6
Agency Designated Representative: Carlos Fandino, City Administrator
Employee Organizations:
Unrepresented - Management, Confidential, Executive, Elected Officials, and
Unclassified;
IBEW Local 47;
Teamsters Local 911;
Vernon Police Management Association; and
Vernon Police Officers' Benefit Association

RECONVENE

At 1:38 p.m., Mayor Lopez adjourned Closed Session and reconvened the regular meeting.

CLOSED SESSION REPORT

City Administrator Fandino reported that the Council met in Closed Session, discussed the items on the agenda, and unanimously authorized the City Administrator to negotiate a contract for the City Attorney position under Closed Session Item No. 2.

ADJOURNMENT

Mayor Lopez adjourned the meeting at 1:39 p.m.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

City Council Agenda Item Report

Submitted by: Efren Peregrina
Submitting Department: Finance/Treasury
Meeting Date: July 19, 2022

SUBJECT

Operating Account Warrant Register

Recommendation:

Approve Operating Account Warrant Register No. 90, for the period of June 5 through July 2, 2022, totaling \$14,079,176.66 and consisting of ratification of electronic payments totaling \$13,294,950.34 and ratification of the issuance of early checks totaling \$784,226.32.

Background:

Section 2.32.060 of the Vernon Municipal Code indicates the City Treasurer, or an authorized designee, shall prepare warrants covering claims or demands against the City which are to be presented to City Council for its audit and approval. Pursuant to the aforementioned code section, the City Treasurer has prepared Operating Account Warrant Register No. 90 covering claims and demands presented during the period of June 5 through July 2, 2022, drawn, or to be drawn, from East West Bank for City Council approval.

Fiscal Impact:

The fiscal impact of approving Operating Account Warrant Register No. 90, totals \$14,079,176.66. The Finance Department has determined that sufficient funds to pay such claims/demands, are available in the respective accounts referenced on Operating Account Warrant Register No. 90.

Attachments:

1. [Operating Account Warrant Register No. 90](#)



**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

I hereby certify that claims and/or demands included in above listed warrant register have been audited for accuracy and availability of funds for payments and that said claims and/or demands are accurate and that the funds are available for payments thereof.

Scott Williams

Scott Williams
Director of Finance/City Treasurer

Date: 7/13/2022

This is to certify that the claims or demands covered by the above listed warrants have been audited by the City Council of the City of Vernon and that all of said warrants are approved for payments except Warrant Numbers:

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
007026 - BEAR ELECTRICAL SOLUTIONS, INC	011.1043.590000	\$ 8,298.00	Traffic Signal Maintenance	14711		06/07/2022	13060	\$ 8,298.00

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
005490 - CINTAS CORPORATION	020.1084.540000	\$ 137.25	Uniforms	4115782230				
	055.8000.540000	\$ 27.07	Uniforms	4115782230				
	055.8100.540000	\$ 153.45	Uniforms	4115782230				
	055.9190.540000	\$ 577.94	Uniforms	4115782230				
	056.5600.540000	\$ 68.66	Uniforms	4115782230				
	020.1084.540000	\$ 137.25	Uniforms	4116487901				
	055.8000.540000	\$ 27.07	Uniforms	4116487901				
	055.8100.540000	\$ 153.45	Uniforms	4116487901				
	055.9190.540000	\$ 157.94	Uniforms	4116487901				
	056.5600.540000	\$ 68.66	Uniforms	4116487901				
	020.1084.540000	\$ 150.00	Uniforms	4117200165				
	055.8000.540000	\$ 28.41	Uniforms	4117200165				
	055.8100.540000	\$ 161.29	Uniforms	4117200165				
	055.9190.540000	\$ 166.16	Uniforms	4117200165				
	056.5600.540000	\$ 72.11	Uniforms	4117200165				
	020.1084.540000	\$ 143.88	Uniforms	4117847467				
	055.8000.540000	\$ 28.41	Uniforms	4117847467				
	055.8100.540000	\$ 161.29	Uniforms	4117847467				
	055.9190.540000	\$ 166.16	Uniforms	4117847467				
	056.5600.540000	\$ 72.11	Uniforms	4117847467				
	020.1084.540000	\$ 198.55	Uniforms	4118545367				
	055.8000.540000	\$ 15.41	Uniforms	4118545367				
	055.8100.540000	\$ 161.88	Uniforms	4118545367				
	055.9190.540000	\$ 150.99	Uniforms	4118545367				
	056.5600.540000	\$ 72.11	Uniforms	4118545367				
	020.1084.540000	\$ 153.35	Uniforms	4119249935				
	055.8000.540000	\$ 20.93	Uniforms	4119249935				
	055.8100.540000	\$ 192.07	Uniforms	4119249935				
	055.9190.540000	\$ 206.30	Uniforms	4119249935				
	056.5600.540000	\$ 77.82	Uniforms	4119249935				
	020.1084.540000	\$ 153.35	Uniforms	4119927870				

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
005490 - CINTAS CORPORATION	055.8000.540000	\$ 20.93	Uniforms	4119927870				
	055.8100.540000	\$ 163.50	Uniforms	4119927870				
	055.9190.540000	\$ 181.33	Uniforms	4119927870				
	056.5600.540000	\$ 72.11	Uniforms	4119927870				
						06/07/2022	13061	\$ 4,499.19
005614 - NORTHWEST ELECTRICAL SERVICES,	020.1084.900000	\$ 997.50	Technical Design Services	1817				
	020.1084.900000	\$ 42,607.50	Technical Design Services	1817				
	055.8200.596200	\$ 20,092.50	Technical Design Services	1817				
	055.9000.595200	\$ 855.00	Technical Design Services	1817				
						06/07/2022	13062	\$ 64,552.50
007361 - SIEMENS ENERGY, INC	055.9190.500230	\$ 4,145.40	Maintenance Services	90684020				
						06/07/2022	13063	\$ 4,145.40

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
002412 - CALIFORNIA ISO	055.9200.500150	\$ -1,021.54	Recalculation Charges 06/21	202206073155476 800				
	055.9200.500150	\$ 7,205.86	Initial Charges 02/22	202206073155476 800				
	055.9200.500150	\$ -25.87	Initial Charges 11/20	202206073155476 800				
	055.9200.500150	\$ 1,319,296.68	Recalculation Charges 05/22	202206073155476 800				
	055.9200.500150	\$ -965.63	Initial Charges 08/19	202206073155476 800				
	055.9200.500170	\$ -628.60	Recalculation Charges 06/21	202206073155476 800				
	055.9200.500170	\$ 562.09	Initial Charges 02/22	202206073155476 800				
	055.9200.500170	\$ -562.10	Initial Charges 11/20	202206073155476 800				
	055.9200.500170	\$ 42,758.76	Recalculation Charges 05/22	202206073155476 800				
	055.9200.500170	\$ 5.73	Initial Charges 08/19	202206073155476 800				
	055.9200.500180	\$ 37.45	Initial Charges 08/19	202206073155476 800				
	055.9200.500190	\$ 418.61	Recalculation Charges 06/21	202206073155476 800				
	055.9200.500190	\$ -4,449.11	Initial Charges 02/22	202206073155476 800				
	055.9200.500190	\$ 25.99	Initial Charges 11/20	202206073155476 800				
	055.9200.500190	\$ 19,665.63	Recalculation Charges 05/22	202206073155476 800				
	055.9200.500190	\$ -4.84	Initial Charges 08/19	202206073155476 800				
	055.9200.500210	\$ 9,232.67	Recalculation Charges 05/22	202206073155476 800				
						06/10/2022	13064	\$ 1,391,551.78

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
005490 - CINTAS CORPORATION	011.1043.540000	\$ 242.79	Uniforms	4121251695				
	011.1043.540000	\$ 243.88	Uniforms	4121988724				
						06/14/2022	13065	\$ 486.67
004438 - FLEMING ENVIRONMENTAL, INC	011.1049.590000	\$ 650.00	UST Compliance Services	18650				
						06/14/2022	13066	\$ 650.00
006899 - G2 INTEGRATED SOLUTIONS, LLC	055.9000.595200	\$ 2,811.38	Natural Gas Compliance Services	2796763				
						06/14/2022	13067	\$ 2,811.38
005350 - HAUL AWAY RUBBISH SERVICE CO,	011.1049.596200	\$ 102.00	Disposal & Recycling Services	25X09226				
	011.1049.596200	\$ 1,100.66	Disposal & Recycling Services	25X09227				
	011.1049.596200	\$ 102.00	Disposal & Recycling Services	25X09228				
	011.1049.596200	\$ 319.00	Disposal & Recycling Services	25X09229				
	011.1049.596200	\$ 10.20	Disposal & Recycling Services	25X09233				
	011.1049.596200	\$ 202.00	Disposal & Recycling Services	25X09234				
						06/14/2022	13068	\$ 1,835.86
002169 - KONECRANES, INC	055.8400.590000	\$ 740.00	Quarterly Inspection 03/22	154645076				
						06/14/2022	13069	\$ 740.00
005632 - NATIONAL AUTO FLEET GROUP	011.1060.900000	\$ 33,377.34	2022 New Nissan Leaf SL Plus Hatchback	N3107	011.0014994			
	011.1060.900000	\$ 8.75	Tire Fee	N3107	011.0014994			
	011.1060.900000	\$ 3,421.18	Sales Tax 10.25	N3107				
	011.1031.840000	\$ 38,982.00	2022 Chevrolet Traverse AWD 4DR RS with	WC8816	011.0015022			
	011.1031.840000	\$ 8.75	Tire Tax	WC8816	011.0015022			
	011.1031.840000	\$ 3,996.55	Sales Tax 10.25	WC8816				
	011.1060.900000	\$ 51,445.00	New 2021 Ford Mustang Mach E Electric	WF3143	011.0014994			
	011.1060.900000	\$ 8.75	Tire Fee	WF3143	011.0014994			
	011.1060.900000	\$ 5,273.11	Sales Tax 10.25	WF3143				
						06/14/2022	13070	\$ 136,521.43

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
003049 - PETRELLI ELECTRIC, INC	020.1084.900000	\$ 14,979.59	Electric Service Maintenance 05/22	220165				
	055.8000.590000	\$ 18,981.23	Electric Service Maintenance 05/22	220165				
	055.8300.590000	\$ 951,070.07	Electric Service Maintenance 05/22	220165				
	055.9100.900000	\$ 760,875.67	Electric Service Maintenance 05/22	220165				
	055.9100.900000	\$ 588,488.21	Bond Projects	220165				
	055.9100.900000	\$ 4,613.60	Data Center #1 Labor & Equipment	220165				
	055.9190.590000	\$ 101,913.49	Electric Service Maintenance 05/22	220165				
	057.1057.590000	\$ 5,097.17	Electric Service Maintenance 05/22	220165				
	057.1057.900000	\$ 2,022.16	Electric Service Maintenance 05/22	220165				
						06/14/2022	13071	\$ 2,448,041.19
002079 - SO CAL JOINT POLE COMMITTEE	055.9100.596200	\$ 743.93	Operating Expense 02/22	21332				
	055.9100.596200	\$ 890.50	Operating Expense 05/22	21428				
						06/14/2022	13072	\$ 1,634.43
001658 - WATER REPLENISHMENT DISTRICT	020.1084.500110	\$ 11,092.76	Central Basin Watermaster Service~	CBWM220138				
						06/14/2022	13073	\$ 11,092.76
006120 - WESTERN ALLIED CORPORATION	011.1049.590000	\$ 3,343.00	Air Conditioner Maintenance	35990				
						06/14/2022	13074	\$ 3,343.00
000447 - CDW GOVERNMENT, INC	011.9019.520010	\$ 4,379.79	Microsoft Surface Laptop 4 - 15" - Core	R658233	011.0015151			
	011.9019.520010	\$ 12.00	RECYCLING FEE 4" TO LESS THAN 15"~	R658233	011.0015151			
	011.9019.520010	\$ 448.93	Sales Tax 10.25	R658233				
	011.9019.520010	\$ 605.36	HP LaserJet Pro M404dn - Monochrome -	R702250	011.0015115			
	011.9019.520010	\$ 62.05	Sales Tax 10.25	R702250				
						06/15/2022	13075	\$ 5,508.13
006198 - JRM	055.9000.596200	\$ 10,816.00	Security Services~	6690				
	055.8100.596200	\$ 76,860.00	Security Services~	6691				
						06/15/2022	13076	\$ 87,676.00

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
000804 - LB JOHNSON HARDWARE CO #1	011.1049.520000	\$ 45.98	Small Tools, Plumbing & Building	120968	011.0014915			
	011.1049.520000	\$ 111.61	Small Tools, Plumbing & Building	121086	011.0014915	06/15/2022	13077	\$ 157.59
006637 - RUSHER AIR CONDITIONING	020.1084.900000	\$ 4,848.00	Install of Air Conditioning Units	202212101		06/15/2022	13078	\$ 4,848.00
003775 - SILVA'S PRINTING NETWORK	055.7100.520000	\$ 99.00	Business Cards (VPU) - Christina Rivera	27445	055.0002957			
	055.7100.520000	\$ 10.15	Sales Tax 10.25	27445		06/15/2022	13079	\$ 109.15
007110 - WATERLINE TECHNOLOGIES, INC	020.1084.500140	\$ 207.27	Good morning Scott,~	5579245				
	020.1084.500140	\$ 228.00	Sodium Hypochlorite Solution	5579246				
	020.1084.500140	\$ 207.27	Sodium Hypochlorite Solution	5579247				
	020.1084.500140	\$ 269.45	Sodium Hypochlorite Solution	5579248				
	020.1084.500140	\$ 238.36	Sodium Hypochlorite Solution	5579251				
	020.1084.500140	\$ 317.32	Sodium Hypochlorite Solution	5579253				
	020.1084.500140	\$ 207.27	Sodium Hypochlorite Solution	5579285				
	020.1084.500140	\$ 1,281.17	Sodium Hypochlorite Solution	5580392				
	020.1084.500140	\$ -150.00	Sodium Hypochlorite Solution	5580753				
	020.1084.500140	\$ 269.45	Sodium Hypochlorite Solution	5581411				
	020.1084.500140	\$ 207.27	Sodium Hypochlorite Solution	5581549				
	020.1084.500140	\$ 373.09	Sodium Hypochlorite Solution	5581550				
	020.1084.500140	\$ 248.72	Sodium Hypochlorite Solution	5581561				
	020.1084.500140	\$ 207.27	Sodium Hypochlorite Solution	5581562				
	020.1084.500140	\$ 321.27	Sodium Hypochlorite Solution	5581563				
	020.1084.500140	\$ 279.81	Sodium Hypochlorite Solution	5581567				
	020.1084.500140	\$ 207.27	Sodium Hypochlorite Solution	5583780		06/15/2022	13080	\$ 4,920.26

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
001490 - ALL CITY MANAGEMENT SERVICES	011.1070.596200	\$ 2,292.30	School Crossing Guard Services	77693		06/17/2022	13081	\$ 2,292.30
005182 - ANTHEM BLUE CROSS	011.1026.502031	\$ 13,871.79	Medical Retirees~	236975127		06/17/2022	13082	\$ 13,871.79

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
002412 - CALIFORNIA ISO	055.9200.500150	\$ 781,147.03	Initial Charges 05/22	202206143155564 310				
	055.9200.500150	\$ 2,045.17	Recalculation Charges 03/22	202206143155564 310				
	055.9200.500150	\$ 2,015.78	Recalculation Charges 02/22	202206143155564 310				
	055.9200.500150	\$ 351,428.79	Initial Charges 06/22	202206143155564 310				
	055.9200.500170	\$ 50.75	Recalculation Charges 03/22	202206143155564 310				
	055.9200.500170	\$ 1,875.19	Recalculation Charges 02/22	202206143155564 310				
	055.9200.500170	\$ 4,403.80	Initial Charges 06/22	202206143155564 310				
	055.9200.500170	\$ 1,657,613.91	Initial Charges 05/22	202206143155564 310				
	055.9200.500180	\$ 2,965.95	Initial Charges 05/22	202206143155564 310				
	055.9200.500180	\$ 23.17	Recalculation Charges 02/22	202206143155564 310				
	055.9200.500190	\$ 17,296.33	Initial Charges 05/22	202206143155564 310				
	055.9200.500190	\$ -740.01	Recalculation Charges 02/22	202206143155564 310				
	055.9200.500190	\$ 3,335.66	Initial Charges 06/22	202206143155564 310				
	055.9200.500190	\$ -305.84	Recalculation Charges 03/22	202206143155564 310				
	055.9200.500210	\$ 9,757.19	Initial Charges 05/22	202206143155564 310				
	055.9200.500210	\$ 3,582.50	Initial Charges 06/22	202206143155564 310				
	055.9200.500240	\$ 8,963.59	Initial Charges 05/22	202206143155564 310				
						06/17/2022	13083	\$ 2,845,458.96

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
006004 - PATRICK CAM	011.1031.596500	\$ 118.52	Field Training Officer Course	060222				
	011.1031.596700	\$ 89.00	Field Training Officer Course	060222				
						06/17/2022	13084	\$ 207.52
000927 - PAUL CERDA JR	011.1031.596500	\$ 17.78	Firearms / Tactical Rifle Adv	051022		06/17/2022	13085	\$ 17.78
000038 - CROSS, JEREMY	011.1031.596500	\$ 262.70	Field Training Program / S.A.C	050222		06/17/2022	13086	\$ 262.70
000947 - DAILY JOURNAL CORPORATION	011.1048.550000	\$ 110.00	Publication Services	B3591170		06/17/2022	13087	\$ 110.00
001956 - IGNACIO ESTRADA III	011.1031.596500	\$ 41.18	Firearms / Tactical Rifle Training Adv	051022		06/17/2022	13088	\$ 41.18
005155 - STEVEN FROBERG	011.1048.596200	\$ 100.00	Attendance Stipend~	060922		06/17/2022	13089	\$ 100.00
005350 - HAUL AWAY RUBBISH SERVICE CO,	011.1049.596200	\$ 319.00	Disposal & Recycling Services	18X08048				
	011.1049.596200	\$ 319.00	Disposal & Recycling Services	19X00359				
	011.1048.596200	\$ 102.00	Disposal & Recycling Services	21X08225				
	011.1049.596200	\$ 319.00	Disposal & Recycling Services	21X08226		06/17/2022	13090	\$ 1,059.00
005630 - LUCAS, JASON	011.1031.596500	\$ 17.43	Firearms / Tactical Rifle Training Adv	051022		06/17/2022	13091	\$ 17.43
000839 - MEASUREMENT CONTROL SYSTEMS, I	056.5600.900000	\$ 21,300.00	Pressure Recorder~	228781	056.0000654			
	056.5600.900000	\$ 2,183.25	Sales Tax 10.25	228781		06/17/2022	13092	\$ 23,483.25
006870 - CARLOS SALDANA	011.1031.596500	\$ 27.96	Firearms / Tactical Rifle Adv	051022		06/17/2022	13093	\$ 27.96

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

ELECTRONIC

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
000318 - STEVENSON JR, KENT	011.1031.596500	\$ 26.91	Firearms / Tactical Rifle Adv	051022		06/17/2022	13094	\$ 26.91
001222 - ANA SWINFORD	011.1031.596500	\$ 23.85	Terrorism Awareness	051222				
	011.1031.596700	\$ 25.00	Terrorism Awareness	051222		06/17/2022	13095	\$ 48.85
000403 - VELASQUEZ, RICHARD	011.1031.596500	\$ 23.87	Firearms / Tactical Rifle Adv	051022		06/17/2022	13096	\$ 23.87
001552 - HOME DEPOT CREDIT SERVICES	055.8000.520000	\$ 197.35	Small Tools & Plumbing Hardware~	060622_MULTIPLE	055.0002902			
	055.8400.520000	\$ 422.94	Small Tools & Plumbing Hardware~	060622_MULTIPLE	055.0002902			
	055.8400.590000	\$ 2,967.80	Small Tools & Plumbing Hardware~	060622_MULTIPLE	055.0002902			
	020.1084.520000	\$ 1,340.47	Building Materials & Hardware~	060622_MULTIPLE(011.0014876			
	056.5600.520000	\$ 2,182.23	Small Tools & Plumbing Hardware~	060622_MULTIPLE(056.0000640			
				3)		06/06/2022	13097	\$ 7,110.79
002190 - OFFICE DEPOT	055.9000.520000	\$ 381.99	Office Supplies	240627017001				
	055.9190.520000	\$ 19.83	Office Supplies	240635349001				
	055.9000.520000	\$ 22.69	Office Supplies	240635387001				
	011.1031.520000	\$ 3.86	Office Supplies	241904376001				
	055.7100.520000	\$ 377.78	Office Supplies	242061111001				
	055.7100.520000	\$ 7.55	Office Supplies	242103463001				
	055.9000.520000	\$ 169.37	Office Supplies	242103894001				
	055.9100.520000	\$ 150.36	Office Supplies	242111641001				
	055.9190.520000	\$ 391.93	Office Supplies	242121586001				
	011.1031.520000	\$ 29.17	Office Supplies	244143865001		06/16/2022	13098	\$ 1,554.53
001581 - THE GAS COMPANY	056.5600.560000	\$ 25.06	Period: 04/13/22 - 05/12/22	051622		06/16/2022	13099	\$ 25.06

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001552 - HOME DEPOT CREDIT SERVICES	055.9190.520000	\$ 1,400.99	Small Tools & Plumbing Hardware~	061722_MULTIPLE	057.0000092	06/17/2022	13100	\$ 1,400.99
001617 - UPS	011.1041.520000	\$ 57.86	Period: 05/07	933312192(2)				
	011.1041.520000	\$ 36.00	Period: 05/22	933312212(2)				
	011.1041.520000	\$ 36.00	Period: 05/22	933312222(2)				
	011.1041.520000	\$ 66.78	Period: 06/22	933312232(2)				
	011.1041.520000	\$ 49.98	Period: 06/22	933312242(2)		06/17/2022	13101	\$ 246.62
007026 - BEAR ELECTRICAL SOLUTIONS, INC	011.1043.590000	\$ 8,810.00	Traffic Signal Maintenance	15851				
	011.1043.590000	\$ 3,696.00	Traffic Signal Maintenance	15852		06/22/2022	13102	\$ 12,506.00
007392 - BT GENERATION HOLDINGS, LLC	055.170200	\$ 109,769.23	Final Closing Cost for Purchase of MGS	062022		06/22/2022	13103	\$ 109,769.23
003975 - CNS ENGINEERS, INC	011.1043.900000	\$ 1,434.58	Consulting Services~	801767				
	011.2043.900000	\$ 5,738.31	Consulting Services~	801767		06/22/2022	13104	\$ 7,172.89
002169 - KONECRANES, INC	055.9190.590000	\$ 5,944.33	Quarterly Inspection	154674647		06/22/2022	13105	\$ 5,944.33
002517 - SO CAL PUBLIC POWER AUTHORITY	055.9200.500154	\$ 148,818.72	Astoria 2 Solar Project	ATSP0622		06/22/2022	13106	\$ 148,818.72
002517 - SO CAL PUBLIC POWER AUTHORITY	055.9200.500154	\$ 51,981.32	Desert Harvest II Project	DH0622		06/22/2022	13107	\$ 51,981.32
002517 - SO CAL PUBLIC POWER AUTHORITY	055.9200.500154	\$ 52,258.82	ANTELOPE DSR 1 SOLAR PROJECT	DSR10622		06/22/2022	13108	\$ 52,258.82

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002517 - SO CAL PUBLIC POWER AUTHORITY	055.7100.596200	\$ 5,695.65	Resolution Billing	0622				
	055.9000.596200	\$ 10,035.50	Resolution Billing	0622				
	055.9000.596700	\$ 2,990.00	Resolution Billing	0622				
	055.9200.596200	\$ 8,943.26	Resolution Billing	0622				
						06/22/2022	13109	\$ 27,664.41
002227 - US DEPARTMENT OF ENERGY	055.9200.500150	\$ 27,253.63	Boulder Canyon Project Charges 05/22	GG1766W0522				
	055.9200.500180	\$ 30,065.94	Boulder Canyon Project Charges 05/22	GG1766W0522				
						06/22/2022	13110	\$ 57,319.57
007343 - USIPCOM	057.1057.500173	\$ 4,139.00	Internet Access Services	IN159517				
						06/22/2022	13111	\$ 4,139.00
001658 - WATER REPLENISHMENT DISTRICT	020.1084.500110	\$ 207,027.30	Groundwater Production & Assessment	070922				
						06/22/2022	13112	\$ 207,027.30
006120 - WESTERN ALLIED CORPORATION	011.1049.900000	\$ 14,306.35	City Hall Basement Cooling System Update	182200204				
						06/22/2022	13113	\$ 14,306.35
002060 - CALPINE ENERGY SERVICES, LP	055.9200.500160	\$ 106,475.00	Natural Gas 05/22	88539				
						06/23/2022	13114	\$ 106,475.00
006298 - CIMA ENERGY, LP	055.9200.500160	\$ 86,750.00	Natural Gas 05/22	5220064121				
						06/23/2022	13115	\$ 86,750.00
007262 - CITADEL ENERGY MARKETING, LLC	055.9200.500160	\$ 82,325.00	Natural Gas 05/22	105969				
	055.9200.500160	\$ 34,825.00	Natural Gas 05/22	105970				
						06/23/2022	13116	\$ 117,150.00
005388 - CONOCOPHILLIPS COMPANY	055.9200.500160	\$ 43,250.00	Natural Gas 05/22	178574				
						06/23/2022	13117	\$ 43,250.00

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007099 - CRC MARKETING, INC	055.9200.500160	\$ 75,625.00	Natural Gas 05/22	5008993		06/23/2022	13118	\$ 75,625.00
002468 - DEPARTMENT OF WATER & POWER	055.9200.500170	\$ 21,870.00	Electric Energy Transactions	GA201791				
	055.9200.500260	\$ 575.00	Electric Energy Transactions	GA201791		06/23/2022	13119	\$ 22,445.00
004116 - EDF TRADING NORTH AMERICA, LLC	055.9200.500160	\$ 267,587.38	Natural Gas 05/22	2407285		06/23/2022	13120	\$ 267,587.38
006086 - MACQUARIE ENERGY, LLC	055.9200.500160	\$ 440,806.00	Natural Gas 05/22	GASI00169453		06/23/2022	13121	\$ 440,806.00
006262 - MERCURIA ENERGY AMERICA, LLC	055.9200.500160	\$ 343,800.00	Natural Gas 05/22	3719209		06/23/2022	13122	\$ 343,800.00
000209 - MERRIMAC ENERGY GROUP	011.120030	\$ 38,255.48	Fuel~	22190999	011.0015052	06/23/2022	13123	\$ 38,255.48
005658 - POWER SETTLEMENTS CONSULTING &	055.9200.596200	\$ 6,483.26	Software Services Fee 01/22	VERN74				
	055.9200.596200	\$ 6,937.09	Software Services Fee 02/22	VERN75				
	055.9200.596200	\$ 6,937.09	Software Services Fee 03/22	VERN76				
	055.9200.596200	\$ 6,937.09	Software Services Fee 04/22	VERN77				
	055.9200.596200	\$ 6,937.09	Software Services Fee 05/22	VERN78				
	055.9200.596200	\$ 6,937.09	Software Services Fee 06/22	VERN79				
	011.121000	\$ 6,937.09	Software Services Fee 07/22	VERN80		06/23/2022	13124	\$ 48,105.80
002517 - SO CAL PUBLIC POWER AUTHORITY	055.9200.500154	\$ 125,043.34	Puente Hills Landfill Gas Project	PHL0622		06/23/2022	13125	\$ 125,043.34

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002517 - SO CAL PUBLIC POWER AUTHORITY	055.122100	\$ 10,000.00	PSF Cost	PV0622				
	055.9200.500150	\$ 38,392.00	Variable Cost 05/22	PV0622				
	055.9200.500180	\$ 223,511.00	Minimum Cost 05/22	PV0622				
						06/23/2022	13126	\$ 271,903.00
001581 - THE GAS COMPANY	055.9200.550022	\$ 126,328.40	Reservation & Transmission Charges~	060822		06/23/2022	13127	\$ 126,328.40
006873 - ALL WEATHER INSULATED PANELS	020.1084.900000	\$ 49.00	SR-325	062222	011.0015245			
	020.1084.900000	\$ 274.44	Sales Tax 10.25	062222				
	020.1084.900000	\$ 90.00	CT-01	062222	011.0015245			
	020.1084.900000	\$ 67.50	HE-12S	062222	011.0015245			
	020.1084.900000	\$ 52.50	LE-01	062222	011.0015245			
	020.1084.900000	\$ 90.00	RF-01	062222	011.0015245			
	020.1084.900000	\$ 19.00	ST-01	062222	011.0015245			
	020.1084.900000	\$ 19.00	WC-01	062222	011.0015245			
	020.1084.900000	\$ 3,402.52	Panel - Material Description: 2.00" DM40	062222	011.0015245			
	020.1084.900000	\$ 1,301.80	Panel - Material Description: 3.25"	062222	011.0015245			
	020.1084.900000	\$ 76.00	BT-01	062222	011.0015245			
	020.1084.900000	\$ 62.00	OC-01	062222	011.0015245			
	020.1084.900000	\$ 47.50	SF-01	062222	011.0015245			
						06/24/2022	13128	\$ 5,551.26

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002412 - CALIFORNIA ISO	055.9200.500150	\$ 3,245.54	Recalculation Charges 03/22	202206213155612				
				581				
	055.9200.500150	\$ 657,639.22	Initial Charges 06/22	202206213155612				
				581				
	055.9200.500170	\$ 407.12	Recalculation Charges 03/22	202206213155612				
				581				
	055.9200.500170	\$ 24,075.97	Initial Charges 06/22	202206213155612				
				581				
	055.9200.500190	\$ -712.73	Recalculation Charges 03/22	202206213155612				
				581				
	055.9200.500190	\$ 11,715.73	Initial Charges 06/22	202206213155612				
				581				
	055.9200.500210	\$ 13,801.67	Initial Charges 06/22	202206213155612				
				581				
						06/24/2022	13129	\$ 710,172.52
001447 - TYLER TECHNOLOGIES, INC	011.9019.860000	\$ 352,030.00	ERP System (Munis) Upgrade	045368980				
						06/24/2022	13130	\$ 352,030.00
000059 - SO CAL EDISON	011.1043.560000	\$ 74.08	Period: 04/29/22 - 05/30/22	053122				
	011.1043.560000	\$ 467.09	Period: 05/22	060122				
						06/21/2022	13131	\$ 541.17
007014 - LA WATER QUALITY CONTROL BOARD	011.1043.590000	\$ 2,417.00	Rehab of Atlantic Blvd Bridge over LA	061622				
						06/22/2022	13132	\$ 2,417.00
001581 - THE GAS COMPANY	011.1033.560000	\$ 17.82	Period: 05/11/22 - 06/10/22	061422				
	011.1049.560000	\$ 52.49	Period: 05/12/22 - 06/10/22	061422(2)				
						06/22/2022	13133	\$ 70.31
001158 - SOUTH COAST AQMD	055.9190.500230	\$ 11,342.15	Title V Permit Modification Application	13391				
						06/23/2022	13134	\$ 11,342.15

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001552 - HOME DEPOT CREDIT SERVICES	011.1043.520000	\$ 629.20	Small Tools & Plumbing Hardware~	062422	011.0014991			
	011.1048.520000	\$ 5,631.42	Small Tools & Plumbing Hardware~	062422	011.0014991			
	011.1049.520000	\$ 3,576.66	Small Tools & Plumbing Hardware~	062422	011.0014991	06/24/2022	13135	\$ 9,837.28
005571 - ATLANTIC RADIO TELEPHONE, INC	011.9019.590110	\$ 1,233.94	Annual Subscription	3149153		06/28/2022	13136	\$ 1,233.94
006518 - CARAHSOFT TECHNOLOGY CORPORATI	011.9019.860000	\$ 1,333.33	Web Application Protector ~	IN1144697	011.0015007			
	011.9019.860000	\$ 1,333.33	Web Application Protector~	IN1144699	011.0015007	06/28/2022	13137	\$ 2,666.66
005490 - CINTAS CORPORATION	011.1047.540000	\$ 247.82	Uniforms	4122668440		06/28/2022	13138	\$ 247.82
000947 - DAILY JOURNAL CORPORATION	011.1003.550000	\$ 240.00	Publication Services	B3594214				
	011.1003.550000	\$ 75.00	Publication Services	B3594327		06/28/2022	13139	\$ 315.00
001668 - LORENZO GAYTAN	011.1031.596500	\$ 16.97	Taser Instructor Course	060222		06/28/2022	13140	\$ 16.97
006637 - RUSHER AIR CONDITIONING	055.9190.590000	\$ 4,940.00	Air Conditioner Maintenance & Repairs	202214301		06/28/2022	13141	\$ 4,940.00
007314 - SAFE-ENTRY TECHNICAL, INC	055.9100.590000	\$ 1,212.75	Parts and Calibration Services~	17895	055.0002944			
	055.9100.590000	\$ 174.61	Parts and Calibration Services~	17896	055.0002944			
	055.9100.590000	\$ 423.42	Parts and Calibration Services~	17923	055.0002944	06/28/2022	13142	\$ 1,810.78
006870 - CARLOS SALDANA	011.1031.596500	\$ 26.60	Crisis Intervention & Behavioral Health	050322		06/28/2022	13143	\$ 26.60

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003601 - CALIFORNIA, INC. UNITED SITE S	011.1043.590000	\$ 724.08	Portable Restroom Service~	11413085504				
	020.1084.520000	\$ 85.03	Portable Restroom Service~	11413122295				
	055.8100.596200	\$ 549.31	Portable Restroom Service~	11413124377				
	055.8100.596200	\$ 228.54	Portable Restroom Service~	INV00709522				
	055.8100.596200	\$ 122.54	Portable Restroom Service~	INV-00709747				
						06/28/2022	13144	\$ 1,709.50
007402 - ACT COMMODITIES INC	055.9200.500154	\$ 110,322.00	Natural Gas 05/22	US18005759		06/29/2022	13145	\$ 110,322.00
007321 - NALCO WATER	055.9190.500230	\$ 18,994.90	Water Treatment Chemicals	6670261498		06/29/2022	13146	\$ 18,994.90
000629 - OPEN ACCESS TECHNOLOGY INTL, I	055.9200.596200	\$ 893.01	Electronic Tagging~	170681	055.0002891	06/29/2022	13147	\$ 893.01
007361 - SIEMENS ENERGY, INC	055.9190.590000	\$ 118,074.44	Service Contract Agreement	90684676				
	055.9190.590000	\$ 447.62	Service Contract Agreement	90687197				
	055.9190.590000	\$ 3,950.00	Service Contract Agreement	96142040				
						06/29/2022	13148	\$ 122,472.06
004318 - A-BEST INDUSTRIAL, INC	056.5600.520000	\$ 5,707.82	Service Connection Materials~	IN15556	056.0000635			
	056.5600.520000	\$ 380.05	Service Connection Materials~	IN15568	056.0000635			
	056.5600.520000	\$ 1,248.33	Service Connection Materials~	IN15654	056.0000635			
						06/30/2022	13149	\$ 7,336.20
001490 - ALL CITY MANAGEMENT SERVICES	011.1070.596200	\$ 2,292.30	School Crossing Guard Services	77954		06/30/2022	13150	\$ 2,292.30

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000447 - CDW GOVERNMENT, INC	011.9019.520010	\$ 212.05	SanDisk SSD PLUS - solid state drive -	R703425	011.0015118			
	011.9019.520010	\$ 21.74	Sales Tax 10.25	R703425				
	011.9019.520010	\$ 2,317.08	Epson TM-S9000II Multifunction Device	R814146	011.0015118			
	011.9019.520010	\$ 237.50	Sales Tax 10.25	R814146				
						06/30/2022	13151	\$ 2,788.37
000209 - MERRIMAC ENERGY GROUP	011.120030	\$ 32,695.22	Fuel~	2219522	011.0015052			
						06/30/2022	13152	\$ 32,695.22
002459 - PORT CANAVERAL PWR CONSULTANTS	055.9000.596200	\$ 50,804.53	Consultation & Support Services	VERNPVHMAY2022				
						06/30/2022	13153	\$ 50,804.53
003775 - SILVA'S PRINTING NETWORK	011.1003.520000	\$ 89.00	Business Cards - Sandra Dolson ~	27450	011.0015282			
	011.1003.520000	\$ 89.00	Business Cards - Yonnie Parker~	27450	011.0015282			
	011.1003.520000	\$ 18.25	Sales Tax 10.25	27450				
						06/30/2022	13154	\$ 196.25
000059 - SO CAL EDISON	055.9200.500170	\$ 24,669.00	Laguna Bell 06/22	7501392448				
	055.9200.500170	\$ 187,200.00	Mead Laguna Bell 06/22	7501392449				
	055.9200.500170	\$ 79,200.00	Victorville Lugo Vernon 06/22	7501392480				
						06/30/2022	13155	\$ 291,069.00
006780 - THE HITT COMPANIES, INC	011.1004.520000	\$ 10.75	Engraved Name Plate~	OE108558	011.0015268			
	011.1004.520000	\$ 12.00	Freight	OE108558	011.0015268			
	011.1004.520000	\$ 1.10	Sales Tax 10.25	OE108558				
						06/30/2022	13156	\$ 23.85
006149 - BGC ENVIRONMENTAL BROKERAGE	055.9190.500230	\$ 202,279.96	2022 Cycle 1 Coastal Nox RTCs	062322				
						06/30/2022	13157	\$ 202,279.96

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002412 - CALIFORNIA ISO	055.9200.500150	\$ 2,033.43	Recalculation Charges 03/22	202206283155706 145				
	055.9200.500150	\$ 897,464.21	Initial Charges 06/22	202206283155706 145				
	055.9200.500170	\$ -736.78	Recalculation Charges 03/22	202206283155706 145				
	055.9200.500170	\$ 100,566.81	Initial Charges 06/22	202206283155706 145				
	055.9200.500190	\$ 17,847.22	Initial Charges 06/22	202206283155706 145				
	055.9200.500190	\$ -1,811.73	Recalculation Charges 03/22	202206283155706 145				
	055.9200.500210	\$ 12,363.61	Initial Charges 06/22	202206283155706 145				
						07/01/2022	13158	\$ 1,027,726.77
005490 - CINTAS CORPORATION	011.1047.540000	\$ 242.79	Uniforms	4123336688		07/01/2022	13159	\$ 242.79

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001150 - MCMASTER-CARR SUPPLY COMPANY	020.1084.900000	\$ 415.47	Hardware Supplies~	7462593	011.0014895			
	020.1084.520000	\$ 551.05	Hardware Supplies~	74825621	011.0014895			
	020.1084.900000	\$ 327.66	Hardware Supplies~	75160782	011.0014895			
	020.1084.900000	\$ 72.08	Hardware Supplies~	75236994	011.0014895			
	020.1084.900000	\$ 96.60	Hardware Supplies~	75388543	011.0014895			
	020.1084.900000	\$ 59.49	Hardware Supplies~	75470069	011.0014895			
	020.1084.900000	\$ 271.38	Hardware Supplies~	76460557	011.0014895			
	020.1084.520000	\$ 776.52	Hardware Supplies~	76835308	011.0014895			
	055.8200.590000	\$ 435.87	Hardware Supplies~	77242627	055.0002897			
	055.8200.590000	\$ 161.41	Hardware Supplies~	77625874	055.0002897			
	020.1084.520000	\$ 255.91	Hardware Supplies~	77884572	011.0014895			
	020.1084.520000	\$ 169.72	Hardware Supplies~	78017557	011.0014895			
	055.8200.590000	\$ 9.54	Hardware Supplies~	78166498	055.0002897			
	020.1084.520000	\$ 35.37	Hardware Supplies~	78182980	011.0014895			
	020.1084.520000	\$ 241.27	Hardware Supplies~	78570216	011.0014895			
	020.1084.520000	\$ 50.24	Hardware Supplies~	78573336	011.0014895			
	020.1084.900000	\$ 564.26	Hardware Supplies~	79837123	011.0014895			
						07/01/2022	13160	\$ 4,493.84
005908 - PACIFIC SUMMIT ENERGY, LLC	055.9200.500160	\$ 102,200.00	Natural Gas 05/22	235458				
						07/01/2022	13161	\$ 102,200.00
005423 - SOLARWINDS, INC	011.121000	\$ 2,295.00	SolarWinds Security Event Manager SEM50	IN562772	011.0015256			
						07/01/2022	13162	\$ 2,295.00

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VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	PAYMENT NUMBER	PAYMENT AMOUNT
001447 - TYLER TECHNOLOGIES, INC	011.9019.860000	\$ 185.00	ERP System (Munis) Upgrade	25375445				
	011.9019.860000	\$ 555.00	ERP System (Munis) Upgrade	25375738				
	011.9019.860000	\$ 1,110.00	ERP System (Munis) Upgrade	25377107				
	011.9019.860000	\$ 1,017.50	ERP System (Munis) Upgrade	25377541				
	011.9019.860000	\$ 4,440.00	ERP System (Munis) Upgrade	25379381				
	011.9019.860000	\$ 3,145.00	ERP System (Munis) Upgrade	25381079				
	011.9019.860000	\$ 1,850.00	ERP System (Munis) Upgrade	25381637				
						07/01/2022	13163	\$ 12,302.50
001695 - VULCAN MATERIALS CO	020.1084.520000	\$ 34.71	Finance Charge	372556	011.0014912			
	020.1084.520000	\$ 252.64	Paving Materials~	73295935	011.0014912			
	020.1084.520000	\$ 602.38	Paving Materials~	73295936	011.0014912			
						07/01/2022	13164	\$ 889.73
003266 - AON RISK INSURANCE SERVICES WE	011.121000	\$ 303,676.84	Excess Liability Coverage - MGS	9900000255305				
						07/01/2022	13165	\$ 303,676.84
002190 - OFFICE DEPOT	011.1002.520000	\$ 10.53	Office Supplies	239363363001				
	011.1004.520000	\$ 161.87	Office Supplies	244981152001				
						06/28/2022	13166	\$ 172.40
000059 - SO CAL EDISON	055.8100.560000	\$ 26.91	Period: 04/29/22 - 05/30/22	053122(2)				
	055.9200.560010	\$ 556.68	Period: 05/22	060122(2)				
						06/28/2022	13167	\$ 583.59
001581 - THE GAS COMPANY	056.5600.560000	\$ 27.72	Period: 05/12/22 - 06/13/22	061522				
						06/28/2022	13168	\$ 27.72
TOTAL ELECTRONIC								\$ 13,294,950.34

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VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
007324 - 4623 HAMPTON, LLC	011.1040.400900	\$ 5,065.50	Partial Special Parcel Tax Refund~	052522		06/06/2022	609316	\$ 5,065.50
007336 - AGGERS, DONNA	011.1031.596500	\$ 67.65	Team Building Workshop	053122		06/06/2022	609317	\$ 67.65
007389 - CEDENO, RUTH	011.1031.596500	\$ 34.87	Property & Evidence Management	053122		06/06/2022	609318	\$ 34.87
006972 - CLIFTONLARSONALLEN, LLP	011.1004.595200	\$ 6,595.00	Auditing Services	3271806		06/06/2022	609319	\$ 6,595.00
007388 - CPG EVENT RENTALS LLC	011.1070.550000	\$ 1,325.00	Equipment Rental	50272		06/06/2022	609320	\$ 1,325.00
000038 - CROSS, JEREMY	011.1031.596500	\$ 35.59	Team Building Workshop	053122		06/06/2022	609321	\$ 35.59
006714 - DUTHIE POWER SERVICES	055.8400.590000	\$ 1,624.48	Emergency Power Generator Preventative	S101250		06/06/2022	609322	\$ 1,624.48
000227 - ENCINAS II, ANTHONY	011.1031.596500	\$ 64.96	Team Building Workshop	053122		06/06/2022	609323	\$ 64.96
001956 - ESTRADA III, IGNACIO	011.1031.596500	\$ 111.76	Team Building Workshop	053122		06/06/2022	609324	\$ 111.76
001668 - GAYTAN, LORENZO	011.1031.596500	\$ 90.70	Team Building Workshop	053122		06/06/2022	609325	\$ 90.70
007107 - GEOTAB USA, INC	011.1046.590000	\$ 750.50	GPS ProPlus Plan	IN307671		06/06/2022	609326	\$ 750.50
001712 - GRAINGER, CO	055.9190.520000	\$ 196.26	Various Materials & Tools~	9275310226	055.0002893	06/06/2022	609327	\$ 196.26
001137 - GRAY, BRANDON	011.1031.596500	\$ 26.00	Team Building Workshop	053122		06/06/2022	609328	\$ 26.00

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VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
000201 - HERRERA, GUSTAVO	011.1031.596500	\$ 26.00	Team Building Workshop	053122		06/06/2022	609329	\$ 26.00
004239 - HSA BANK	011.1002.502030	\$ 500.00	Employer Contribution 06/01/22	052622				
	011.1003.502030	\$ 1,500.00	Employer Contribution 06/01/22	052622				
	011.1004.502030	\$ 2,000.00	Employer Contribution 06/01/22	052622				
	011.1024.502030	\$ 1,000.00	Employer Contribution 06/01/22	052622				
	011.1026.502030	\$ 2,000.00	Employer Contribution 06/01/22	052622				
	011.1031.502030	\$ 7,500.00	Employer Contribution 06/01/22	052622				
	011.1040.502030	\$ 1,000.00	Employer Contribution 06/01/22	052622				
	011.1041.502030	\$ 1,500.00	Employer Contribution 06/01/22	052622				
	011.1043.502030	\$ 2,500.00	Employer Contribution 06/01/22	052622				
	011.1046.502030	\$ 500.00	Employer Contribution 06/01/22	052622				
	011.1049.502030	\$ 500.00	Employer Contribution 06/01/22	052622				
	011.1060.502030	\$ 2,000.00	Employer Contribution 06/01/22	052622				
	011.9019.502030	\$ 1,500.00	Employer Contribution 06/01/22	052622				
	020.1084.502030	\$ 4,000.00	Employer Contribution 06/01/22	052622				
	055.8100.502030	\$ 500.00	Employer Contribution 06/01/22	052622				
	055.9000.502030	\$ 1,500.00	Employer Contribution 06/01/22	052622				
	055.9100.502030	\$ 1,500.00	Employer Contribution 06/01/22	052622				
	055.9190.502030	\$ 2,500.00	Employer Contribution 06/01/22	052622				
	055.9200.502030	\$ 500.00	Employer Contribution 06/01/22	052622				
	056.5600.502030	\$ 1,000.00	Employer Contribution 06/01/22	052622		06/06/2022	609330	\$ 35,500.00
004239 - HSA BANK	020.1084.502030	\$ 750.00	Employer Contribution 06/01/22~	052622(2)		06/06/2022	609331	\$ 750.00
003248 - ONOPA, DANIEL	011.1031.596500	\$ 67.65	Team Building Workshop	053122		06/06/2022	609332	\$ 67.65
006385 - ORBIT EVENT RENTALS	055.9190.590000	\$ 2,031.30	Equipment Rentals	48897		06/06/2022	609333	\$ 2,031.30

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VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
000296 - PEREZ, NICHOLAS	011.1031.596500	\$ 26.00	Team Building Workshop	053122		06/06/2022	609334	\$ 26.00
001638 - SANTOS, DANIEL	011.1031.596500	\$ 54.20	Team Building Workshop	053122		06/06/2022	609335	\$ 54.20
007057 - SDI PRESENCE, LLC	011.9019.595210	\$ 48,300.00	Professional Services Rendered~	9481		06/06/2022	609336	\$ 48,300.00
005308 - JOSEPH ALVARADO	020.1084.596700	\$ 90.00	Reimb. D3 Renewal	052622		06/09/2022	609337	\$ 90.00
005078 - BURKE, WILLIAMS & SORENSEN, LL	011.1024.593200	\$ 12,388.12	Re: General~	285309		06/09/2022	609338	\$ 26,460.85
	011.1024.593200	\$ 8,914.73	Re: City of Vernon v. Whitworth~	285310				
	011.1024.593200	\$ 5,158.00	Re: Sanchez, Christina v. State of	285330				
002846 - CAL CONTRACT CITIES ASSOC	011.1002.596550	\$ 5,500.00	Membership Dues FY 21/22	3327B		06/09/2022	609339	\$ 5,500.00
007321 - NALCO COMPANY LLC	055.9190.500230	\$ 29,457.27	Water Treatment Chemicals	6670230828		06/09/2022	609340	\$ 53,393.92
	055.9190.500230	\$ 23,936.65	Water Treatment Chemicals	6670247098				
002308 - ASBURY ENVIRONMENTAL SERVICES	055.9190.596200	\$ 2,202.41	Disposal Services	150000811553		06/16/2022	609341	\$ 3,116.41
	055.8400.590000	\$ 226.00	Disposal Services	150000822995				
	055.8400.590000	\$ 333.00	Disposal Services	150000823013				
	055.9190.500230	\$ 355.00	Disposal Services	150000826202				
000256 - CALPORTLAND COMPANY	020.1084.520000	\$ 2,068.86	Concrete	95454725		06/16/2022	609342	\$ 4,071.01
	020.1084.520000	\$ 1,134.47	Concrete	95460061				
	020.1084.520000	\$ 867.68	Concrete	95471279				

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EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
007266 - CONDITION MONITORING SERVICES,	055.9190.590000	\$ 1,945.00	Vibration Services	COVR041922		06/16/2022	609343	\$ 1,945.00
001336 - CURRENT WHOLESALE ELECTRIC SUP	020.1084.900000	\$ 633.56	Electrical & Hardware Supplies~	273236	055.0002892			
	020.1084.900000	\$ 236.88	Electrical & Hardware Supplies~	273237	055.0002892	06/16/2022	609344	\$ 870.44
006717 - RONIT DAHAN-EDRY	011.1048.596200	\$ 100.00	Attendance Stipend~	060922		06/16/2022	609345	\$ 100.00
005355 - EAN SERVICES, LLC	011.1060.596500	\$ 218.70	Car Rental	30008683		06/16/2022	609346	\$ 218.70
007253 - EBS GENERAL ENGINEERING, INC	011.1043.900000	\$ 13,830.05	ADA Improvements at Intersection of	55727				
	011.1043.900000	\$ 5,430.51	ADA Improvements at Intersection of	R21233		06/16/2022	609347	\$ 19,260.56
007316 - EVOLUTION MECHANICAL, INC	055.9190.590000	\$ 611.83	Maintenance & Repairs	25197		06/16/2022	609348	\$ 611.83
003423 - FACILITIES PROTECTION SYSTEMS	011.1049.590000	\$ 1,440.00	Preventative Maintenance	73748		06/16/2022	609349	\$ 1,440.00
005875 - FRANCISCO M GAVINA, JR	011.1021.596200	\$ 100.00	Attendance Stipend~	111721(2)		06/16/2022	609350	\$ 100.00
001712 - GRAINGER, CO	011.1049.520000	\$ 549.92	Building Hardware~	9318718427	011.0014914	06/16/2022	609351	\$ 549.92
000280 - HARPER & ASSOCIATES ENGINEERIN	020.1084.900000	\$ 6,149.00	Coating Inspection Services	ENG7744		06/16/2022	609352	\$ 6,149.00

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VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
005560 - IMPACT TIRE AUTO & TRUCK REPAI	011.1046.590000	\$ 1,200.00	Remove, Replace DPF Filter, Clean &	4472	011.0015248	06/16/2022	609353	\$ 1,200.00
003272 - LANGUAGE LINE SERVICES, INC	011.1031.594200	\$ 243.38	Interpretation Services	10552259		06/16/2022	609354	\$ 243.38
000870 - MAYWOOD CAR WASH	011.1031.570000	\$ 100.00	Car & Truck Wash Services~	1193	011.0014948	06/16/2022	609355	\$ 100.00
006715 - JORGE L. NEVAREZ JR	011.1048.596200	\$ 100.00	Attendance Stipend~	060922		06/16/2022	609356	\$ 100.00
006185 - NEWGEN STRATEGIES & SOLUTIONS,	056.5600.595200	\$ 1,850.60	Financial Support & Business ~	13441		06/16/2022	609357	\$ 2,435.00
	056.5600.596200	\$ 584.40	Financial Support & Business ~	13441				
006586 - OCCUPATIONAL HEALTH CENTERS OF	011.1026.502095	\$ 215.26	Medical Services	042722		06/16/2022	609358	\$ 1,675.92
	011.1026.502095	\$ 558.66	Medical Services	042722(2)				
	011.1026.597000	\$ 508.00	Medical Services	74701654				
	011.1026.597000	\$ 394.00	Medical Services	75306897				
006475 - ONEPOINT HUMAN CAPITAL MGMT	011.9019.520010	\$ 215.00	Time Tracking System	63101		06/16/2022	609359	\$ 1,075.00
	011.9019.520010	\$ 215.00	Time Tracking System	63745				
	011.9019.520010	\$ 215.00	Time Tracking System	64461				
	011.9019.520010	\$ 215.00	Time Tracking System	65282				
	011.9019.520010	\$ 215.00	Time Tracking System	65928				
007363 - PERFORMANCE CONTRACTING, INC	055.9190.500230	\$ 12,000.96	Scaffolding & Insulation Services	1IN0419368		06/16/2022	609360	\$ 12,000.96

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VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
001943 - PLUMBING & INDUSTRIAL SUPPLY	011.1049.520000	\$ 5.60	Plumbing Supplies & Building Hardware~	S1266493001	011.0014917			
	011.1049.520000	\$ 5.82	Plumbing Supplies & Building Hardware~	S1266496001	011.0014917			
	011.1049.520000	\$ 214.90	Plumbing Supplies & Building Hardware~	S1266814001	011.0014917			
	011.1049.520000	\$ 316.90	Plumbing Supplies & Building Hardware~	S1266983001	011.0014917			
						06/16/2022	609361	\$ 543.22
007252 - PURE PROCESS FILTRATION, INC	055.9100.596200	\$ 2,140.18	Filter Supplies~	75642	055.0002932			
						06/16/2022	609362	\$ 2,140.18
006956 - QUANTUM QUALITY CONSULTING, IN	020.1084.900000	\$ 810.00	Traffic Engineering Services	VE22008				
						06/16/2022	609363	\$ 810.00
006525 - DEPT OF RESOURCES RECYCLING &	011.3060.440100	\$ 605.12	Unspent Advance Funds	1450347				
						06/16/2022	609364	\$ 605.12
003672 - SC FUELS	055.9100.520000	\$ 1,437.25	Fuel & Oil~	2104708IN	055.0002948			
						06/16/2022	609365	\$ 1,437.25
004229 - SMARDAN SUPPLY CO	056.5600.520000	\$ 31.74	Pipe & Fittings~	S3800585001	056.0000647			
	056.5600.520000	\$ 297.17	Pipe & Fittings~	S3806583001	056.0000647			
	056.5600.520000	\$ 137.06	Pipe & Fittings~	S3808170001	056.0000647			
						06/16/2022	609366	\$ 465.97
000834 - SOUSA, ROBERTO	011.1031.596500	\$ 26.00	Team Building Workshop (TBW)	053122(2)				
						06/16/2022	609367	\$ 26.00
005563 - STANLEY STEEMER OF LA COUNTY,	011.1048.590000	\$ 562.00	Steam Cleaning Services	961497				
	011.1048.590000	\$ 200.00	Steam Cleaning Services	961499				
						06/16/2022	609368	\$ 762.00
007287 - TELEDYNE INSTRUMENTS, INC	055.9190.596200	\$ 5,230.15	CEMS Support and parts~	S020532570	055.0002936			
						06/16/2022	609369	\$ 5,230.15

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006985 - TERMINIX COMMERCIAL	011.1049.590000	\$ 142.00	Pest Control 05/22~	420922844				
	011.1049.590000	\$ 84.00	Pest Control 06/22~	421432809				
	011.1048.590000	\$ 85.00	Pest Control 06/22~	421433002				
	011.1048.590000	\$ 69.00	Pest Control 06/22~	421433145				
	011.1049.590000	\$ 69.00	Pest Control 06/22~	421433272				
	011.1048.590000	\$ 69.00	Pest Control 06/22~	421433385				
	011.1048.590000	\$ 80.00	Pest Control 06/22~	421433507				
	011.1049.590000	\$ 69.00	Pest Control 06/22~	421433633				
						06/16/2022	609370	\$ 667.00
000141 - THOMSON REUTERS - WEST	011.1024.596600	\$ 237.35	Software Subscription Charges	846449768				
	011.1031.596200	\$ 1,276.60	Software Subscription Charges	846469757				
						06/16/2022	609371	\$ 1,513.95
006132 - THYSSENKRUPP ELEVATOR CORPORAT	055.8400.590000	\$ 459.00	Elevator Service & Maintenance	3006501714				
						06/16/2022	609372	\$ 459.00
006997 - SESPE CONSULTING, INC	011.1060.595200	\$ 3,425.00	Environmental Remediation Services 05/22	1341157				
						06/16/2022	609373	\$ 3,425.00
005030 - UNITED STEEL FENCE COMPANY	055.8000.590000	\$ 593.00	Fencing & Repairs	19805				
						06/16/2022	609374	\$ 593.00
001628 - WECK LABORATORIES, INC	020.1084.900000	\$ 115.00	Water Quality Testing & Reporting	W2E0991COVERN ON				
						06/16/2022	609375	\$ 115.00
006716 - MARLENE ELSA YBARRA	011.1048.596200	\$ 100.00	Attendance Stipend~	060922				
						06/16/2022	609376	\$ 100.00
007291 - ELECTRONIC BALANCING COMPANY,	055.170200	\$ 1,200.00	Repairs & Maintenance~	EB173128				
						06/21/2022	609377	\$ 1,200.00

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007350 - OILKLEEN LLC	055.170200	\$ 5,775.00	Oil Sampling	12102021		06/21/2022	609378	\$ 5,775.00
007345 - PURETEC INDUSTRIAL WATER	055.170200	\$ 2,840.00	Tank Service	1941816		06/21/2022	609379	\$ 2,840.00
006644 - GARCIA, ARNOLD R.	011.230220	\$ 595.38	Ref. Security Deposit	062222		06/23/2022	609380	\$ 595.38
001723 - AFC HYDRAULIC SEALS & REPAIR	011.1046.520000	\$ 215.00	Hose With Fittings~	32411	011.0015204			
	011.1046.520000	\$ 226.00	Hose With Fittings~	32411	011.0015204			
	011.1046.520000	\$ 80.00	Oil~	32411	011.0015204			
	011.1046.520000	\$ 62.53	Sales Tax 10.25	32411				
	011.1046.520000	\$ 89.00	Gasket~	32411	011.0015204			
	011.1046.590000	\$ 1,800.00	Labor	32411	011.0015204	06/23/2022	609381	\$ 2,472.53
000352 - ALADDIN LOCK & KEY SERVICE	011.1049.590000	\$ 169.30	Lock & Key Services	31951		06/23/2022	609382	\$ 169.30
006308 - ANAYA SERVICE CENTER	011.1046.520000	\$ 12.19	Sales Tax 10.25	36541				
	011.1046.520000	\$ 118.95	Intake Manifold Set~	36541	011.0015247			
	011.1046.590000	\$ 448.00	Labor to Remove & Replace Intake	36541	011.0015247	06/23/2022	609383	\$ 579.14
004613 - DANIELS TIRE SERVICE	011.1046.520000	\$ 2,160.00	Tire~	200447061	011.0015251			
	011.1046.520000	\$ 1,156.56	Tire~	200447061	011.0015251			
	011.1046.520000	\$ 1,045.80	Tire~	200447061	011.0015251			
	011.1046.520000	\$ 414.42	Sales Tax 9.5%	200447061				
	011.1046.590000	\$ 52.50	California State Tire Fee	200447061	011.0015251	06/23/2022	609384	\$ 4,829.28
007344 - ENVIRO FLOW, INC	055.9190.590000	\$ 2,330.00	Meter Calibration	2210234		06/23/2022	609385	\$ 2,330.00

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002947 - FARWEST CORROSION CONTROL CO.	056.5600.590000	\$ 4,570.00	Annual Cathodic Protection Survey	23039IN		06/23/2022	609386	\$ 4,570.00
000524 - FERGUSON WATERWORKS #3325	020.1084.520000	\$ 1,468.92	Supplies~	212420	011.0015222			
	020.1084.520000	\$ 110.81	Freight	212420	011.0015222			
	020.1084.520000	\$ 150.56	Sales Tax 10.25	212420		06/23/2022	609387	\$ 1,730.29
003558 - FLOWSERVE CORP	055.7200.596702	\$ 13,867.96	Customer Incentive Program	053122		06/23/2022	609388	\$ 13,867.96
000332 - TODD HEWETT	011.1026.502030	\$ 3,031.94	LA Co Fire 1014 Medical Insurance	061622		06/23/2022	609389	\$ 3,031.94
003122 - J&H AUTO BODY	011.1046.520000	\$ 2,097.25	Parts	17793	011.0015253			
	011.1046.520000	\$ 353.60	Paint & Material	17793	011.0015253			
	011.1046.520000	\$ 251.21	Sales Tax 10.25	17793				
	011.1046.590000	\$ 457.60	Paint Labor	17793	011.0015253			
	011.1046.590000	\$ 1,236.40	Body Shop Labor	17793	011.0015253	06/23/2022	609390	\$ 4,396.06
003460 - KAL PLASTICS	055.7200.596702	\$ 14,888.48	Customer Incentive Program	053122		06/23/2022	609391	\$ 14,888.48
000250 - KREIGER SALES & SERVICE	011.1046.520000	\$ 650.00	50 Gallon tank	16968	011.0015142			
	011.1046.520000	\$ 250.00	12 VGMP 3gpm electric pump	16968	011.0015142			
	011.1046.520000	\$ 100.00	Plumbing	16968	011.0015142			
	011.1046.520000	\$ 200.00	set of straps	16968	011.0015142			
	011.1046.520000	\$ 123.00	Sales Tax 10.25	16968				
	011.1046.590000	\$ 600.00	Labor	16968	011.0015142	06/23/2022	609392	\$ 1,923.00
007346 - MAXIM CRANE WORKS, LP	055.9190.590000	\$ 1,049.40	Equipment Rental	77070434		06/23/2022	609393	\$ 1,049.40

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EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
000870 - MAYWOOD CAR WASH	055.8100.570000	\$ 60.00	Car & Truck Wash Services ~	1188	055.0002904	06/23/2022	609394	\$ 110.00
	055.8100.570000	\$ 50.00	Car & Truck Wash Services ~	1194	055.0002904			
006248 - MILLENNIUM UPS, LLC	055.9190.590000	\$ 3,980.00	Critical Service Contract	COV3842		06/23/2022	609395	\$ 3,980.00
007397 - HUMBERTO MUNOZ RODRIGUEZ	011.1031.420510	\$ 66.50	Refund for Parking Citation No. P88392V	061622		06/23/2022	609396	\$ 66.50
001943 - PLUMBING & INDUSTRIAL SUPPLY	020.1084.520000	\$ 147.10	Plumbing Hardware & Supplies~	S1265588001	011.0014892	06/23/2022	609397	\$ 147.10
006612 - QUALIFIED MOBILE, INC	011.1046.590000	\$ 1,147.50	Car Wash Services	296144		06/23/2022	609398	\$ 4,230.00
	011.1046.590000	\$ 1,215.00	Car Wash Services	296629				
	011.1046.590000	\$ 765.00	Car Wash Services	296890				
	011.1046.590000	\$ 1,102.50	Car Wash Services	297113				
004669 - ROSE & SHORE, INC	055.7200.596702	\$ 1,600.00	Customer Incentive Program	053122		06/23/2022	609399	\$ 1,600.00
001685 - S&A ENGINE, INC	011.1046.520000	\$ 134.39	Supplies~	39800	011.0015249	06/23/2022	609400	\$ 248.16
	011.1046.520000	\$ 13.77	Sales Tax 10.25	39800				
	011.1046.590000	\$ 100.00	Labor	39800	011.0015249			
007396 - LIZBETH SALGADO	011.1026.596200	\$ 52.00	Reimb. Live Scan	061622		06/23/2022	609401	\$ 52.00
001158 - SOUTH COAST AQMD	055.9190.500230	\$ 263.88	Hot Spots Program Fee	3999187		06/23/2022	609402	\$ 263.88

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
006438 - STREAM KIM HICKS WRAGE & ALFAR	011.1024.593200	\$ 283.50	Re: Jerry Chavez v. City of Vernon~	22984		06/23/2022	609403	\$ 283.50
003635 - SUNBELT RENTALS, INC	055.9190.590000	\$ 125.69	Equipment Rental	125140421001				
	055.9190.590000	\$ 7,429.05	Equipment Rental	125140421002				
	055.9190.590000	\$ 2,636.50	Equipment Rental	125314338001				
	055.9190.590000	\$ 6,204.99	Equipment Rental	125327729002		06/23/2022	609404	\$ 16,396.23
003873 - THE PAIGE COMPANY, INC.	011.1047.520000	\$ 956.00	Storage Boxes~	284157	011.0015262			
	011.1047.520000	\$ 20.00	Freight	284157	011.0015262			
	011.1047.520000	\$ 90.82	Sales Tax 10.25	284157		06/23/2022	609405	\$ 1,066.82
006371 - TIREHUB, LLC	011.1046.520000	\$ 339.90	Tires~	27604069	011.0015250			
	011.1046.520000	\$ 32.29	Sales Tax 9.5%	27604069				
	011.1046.590000	\$ 5.25	California Tire Fee	27604069	011.0015250	06/23/2022	609406	\$ 377.44

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
007311 - U.S. ARMOR CORPORATION	011.1031.850000	\$ 906.00	Ranger Pouch Kit	34696	011.0015155			
	011.1031.850000	\$ 281.68	Sales Tax 10.50	34696				
	011.1031.850000	\$ 1,235.00	Outer Carrier Ranger 500	34696	011.0015155			
	011.1031.850000	\$ 271.70	Outer Carrier Ranger 500	34696	011.0015155			
	011.1031.850000	\$ 72.00	Name Tape on Webbing	34696	011.0015155			
	011.1031.850000	\$ 108.00	Lg Police Emb. Black	34696	011.0015155			
	011.1031.850000	\$ 90.00	SM Police Emb. BLK/Wht	34696	011.0015155			
	011.1031.850000	\$ 1,488.00	Enforcer Concealable-6216M-Level II~	37616	011.0015155			
	011.1031.850000	\$ 1,728.00	Enforcer Concealable-6316M Level IIIA~	37616	011.0015155			
	011.1031.850000	\$ 1,900.80	Enforcer Concealable-6316M Level IIIA~	37616	011.0015155			
	011.1031.850000	\$ 537.26	Sales Tax 10.50	37616				
	011.1031.850000	\$ 726.52	Sales Tax 10.50	37617				
	011.1031.850000	\$ 744.00	Enforcer Concealable-6216M-Level II~	37617	011.0015155			
	011.1031.850000	\$ 818.40	Enforcer Concealable- 6216M Level II~	37617	011.0015155			
	011.1031.850000	\$ 3,456.00	Enforcer Concealable-6316M Level IIIA~	37617	011.0015155			
	011.1031.850000	\$ 1,900.80	Enforcer Concealable-6316M Level IIIA~	37617	011.0015155			
	011.1031.850000	\$ 6,696.00	Enforcer Concealable-6216M-Level II~	37618	011.0015155			
	011.1031.850000	\$ 2,455.20	Enforcer Concealable- 6216M Level II~	37618	011.0015155			
	011.1031.850000	\$ 1,728.00	Enforcer Concealable-6316M Level IIIA~	37618	011.0015155			
	011.1031.850000	\$ 4,752.00	Enforcer Concealable-6316M Level IIIA~	37618	011.0015155			
	011.1031.850000	\$ 1,641.28	Sales Tax 10.50	37618				
	011.1031.850000	\$ 1,082.95	Sales Tax 10.50	37619				
	011.1031.850000	\$ 2,232.00	Enforcer Concealable-6216M-Level II~	37619	011.0015155			
	011.1031.850000	\$ 6,048.00	Enforcer Concealable-6316M Level IIIA~	37619	011.0015155			
	011.1031.850000	\$ 1,900.80	Enforcer Concealable-6316M Level IIIA~	37619	011.0015155			
	011.1031.850000	\$ 133.00	Waist Strap	37619	011.0015155			
	011.1031.850000	\$ 90.00	Custom Alteration Fee	37619	011.0015155			
	011.1031.850000	\$ -236.98	Payment applied	37619	011.0015155			
						06/23/2022	609407 \$	44,786.41

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
002000 - ADVANCED FILTRATION CONCEPTS	055.9190.590000	\$ 12,136.41	Various Size Air Filters	19911		06/30/2022	609408	\$ 12,136.41
007276 - ALLIED UNIVERSAL JANITORIAL SE	011.1049.590000	\$ 10,656.18	Janitorial Services 02/22	12311757		06/30/2022	609409	\$ 10,656.18
001948 - AT&T	055.9000.560010	\$ 249.98	Period: 08/10/21 - 09/09/21	17011385				
	011.9019.560010	\$ 2,875.43	Period: 11/10/21 - 12/09/21	17444048				
	055.9000.560010	\$ 245.76	Period: 11/10/21 - 12/09/21	17444050				
	011.9019.560010	\$ 2,016.37	Period: 11/10/21 - 12/09/21	17444051				
	011.9019.560010	\$ 1,274.08	Period: 11/10/21 - 12/09/21	17444052				
	055.9000.560010	\$ 245.76	Period: 12/10/21 - 01/09/22	17590290				
	055.9000.560010	\$ 245.37	Period: 03/10/22 - 04/09/22	180224497				
	011.9019.560010	\$ 3,189.33	Period: 03/10/22 - 04/09/22	18022495				
	011.9019.560010	\$ 2,044.00	Period: 03/10/22 - 04/09/22	18022498				
	056.5600.560010	\$ 646.07	Period: 03/10/22 - 04/09/22	18022500		06/30/2022	609410	\$ 13,032.15
005366 - BLACK & WHITE EMERGENCY VEHICL	011.1031.850000	\$ 4,863.98	Equipment Package For New Patrol Unit	4526		06/30/2022	609411	\$ 4,863.98
005078 - BURKE, WILLIAMS & SORENSEN, LL	011.1024.593200	\$ 5,744.12	Re: General~	284444				
	011.1024.593200	\$ 2,108.00	Re: Sanchez, Christina v. State of	284446				
	011.1024.593200	\$ 920.74	Re: City of Vernon v. Whitworth~	284447				
	011.1024.593200	\$ 189.00	Re: Rodriguez, Teresa v. City of	284449				
	011.1024.593200	\$ 1,122.00	Re: Californians for Homeownership, Inc	284450		06/30/2022	609412	\$ 10,083.86
000446 - BURRO CANYON SHOOTING PARK	011.1031.594200	\$ 70.00	Shooting Range Fees	2701		06/30/2022	609413	\$ 70.00

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
007403 - MYUNG CHO	055.110010	\$ 500.00	Ref. Closed Acct# 1370	012422		06/30/2022	609414 \$	500.00
000310 - CRAIG WELDING SUPPLY, CO	055.9190.590000	\$ 89.26	Supplies & Refill Cylinders ~	644688	055.0002930			
	055.9190.590000	\$ 114.00	Supplies & Refill Cylinders ~	644696	055.0002930			
	055.9190.590000	\$ 200.83	Supplies & Refill Cylinders ~	644750	055.0002930			
	055.9190.590000	\$ 57.00	Supplies & Refill Cylinders ~	644756	055.0002930			
	055.9190.590000	\$ 327.03	Supplies & Refill Cylinders ~	644767	055.0002930			
	055.9190.590000	\$ 117.15	Supplies & Refill Cylinders ~	644787	055.0002930			
	055.9190.590000	\$ 111.57	Supplies & Refill Cylinders ~	644809	055.0002930			
	055.9190.590000	\$ 27.89	Supplies & Refill Cylinders ~	644833	055.0002930			
	055.9190.590000	\$ 150.43	Supplies & Refill Cylinders ~	644850	055.0002930			
	055.9190.590000	\$ 30.00	Supplies & Refill Cylinders ~	644967	055.0002930	06/30/2022	609415 \$	1,225.16
001027 - D&R OFFICE WORKS, INC	011.1031.850000	\$ 57,256.25	Office Furniture	123962IN		06/30/2022	609416 \$	57,256.25
006191 - DATA TICKET, INC	011.1031.594200	\$ 619.59	Parking Citation Processing Service	139174		06/30/2022	609417 \$	619.59
007260 - DONALDSON COMPANY, INC	055.9190.500230	\$ 11,040.00	Filter~	6106072	055.0002951			
	055.9190.500230	\$ 923.93	Freight	6106072	055.0002951			
	055.9190.500230	\$ 1,131.60	Sales Tax 10.25	6106072		06/30/2022	609418 \$	13,095.53
007145 - DUNCAN WEINBERG GENZER	055.9000.596200	\$ 20,828.50	Professional Services~	37342LSG				
	056.5600.596200	\$ 1,671.00	Professional Services~	37343LSG		06/30/2022	609419 \$	22,499.50
007316 - EVOLUTION MECHANICAL, INC	055.9190.590000	\$ 1,331.76	Maintenance & Repairs	26634		06/30/2022	609420 \$	1,331.76

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
006925 - FLEETCREW, INC	011.1046.590000	\$ 1,145.00	Opacity Test	4737		06/30/2022	609421	\$ 1,145.00
002887 - HARRINGTON INDUSTRIAL PLASTICS	055.9190.520000	\$ 3,253.38	Parts~	1Y9766	055.0002933			
	055.9190.520000	\$ 333.46	Sales Tax 10.25	1Y9766		06/30/2022	609422	\$ 3,586.84
004222 - HEATH CONSULTANTS INCORPORATED	056.5600.520000	\$ 1,652.81	Sales Tax 10.25	1102756				
	056.5600.520000	\$ 4,800.00	Parts~	1102756	056.0000667			
	056.5600.520000	\$ 130.00	Freight	1102756	056.0000667			
	056.5600.520000	\$ 11,325.00	Parts~	1102756	056.0000667	06/30/2022	609423	\$ 17,907.81
000686 - IGOE & COMPANY, INC	011.1026.502030	\$ 75.00	Participation Fee	265213		06/30/2022	609424	\$ 75.00
001792 - LA COUNTY ASSESSOR OFFICE	011.9019.590110	\$ 50.00	SBF Abstract	22ASRE202				
	011.9019.590110	\$ 50.00	SBF Abstract	22ASRE223		06/30/2022	609425	\$ 100.00
006520 - MATHESON TRI-GAS, INC	055.9190.590000	\$ 589.06	Welding Supplies~	25729618	055.0002931			
	055.9190.590000	\$ 485.19	Welding Supplies~	25774968	055.0002931	06/30/2022	609426	\$ 1,074.25
006520 - MATHESON TRI-GAS, INC	055.9190.590000	\$ 7.23	Finance Charges~	25572734	055.0002931			
	055.9190.590000	\$ 475.66	Welding Supplies~	771043789	055.0002931	06/30/2022	609427	\$ 482.89
007346 - MAXIM CRANE WORKS, LP	055.9190.590000	\$ 14,157.41	Equipment Rental	77070507				
	055.9190.590000	\$ 17,576.10	Equipment Rental	77070584				
	055.9190.590000	\$ 12,187.56	Equipment Rental	77070678				
	055.9190.590000	\$ 1,049.40	Equipment Rental	77070726		06/30/2022	609428	\$ 44,970.47

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
001096 - MELVYN GREEN & ASSOCIATES, INC	011.1041.595200	\$ 2,157.11	Plan Check Services~	14386		06/30/2022	609429	\$ 2,157.11
007280 - MESA ENVIRONMENTAL SERVICES, I	055.9190.590000	\$ 3,090.39	Disposal Services	22649				
	055.9190.590000	\$ 3,527.71	Disposal Services	22666		06/30/2022	609430	\$ 6,618.10
006203 - MRC SMART TECHNOLOGY SOLUTIONS	011.9019.590110	\$ 3,079.36	Managed Print Services	IN2771551		06/30/2022	609431	\$ 3,079.36
001920 - POLLARDWATER	020.1084.520000	\$ 621.00	Parts & Supplies~	211753	011.0015215			
	020.1084.520000	\$ 42.08	Freight	211753	011.0015215			
	020.1084.520000	\$ 143.54	Sales Tax 10.25	211753				
	020.1084.520000	\$ 779.44	Parts & Supplies~	211753	011.0015215	06/30/2022	609432	\$ 1,586.06
000470 - POSITIVE LAB SERVICE	055.9190.500230	\$ 2,150.04	Lab Services	86683		06/30/2022	609433	\$ 2,150.04
000163 - PROFORMA EXPRESS GRAPHICS	011.1031.520000	\$ 456.54	Custom Receipt Book	B735001681A		06/30/2022	609434	\$ 456.54
003710 - PVP COMMUNICATIONS	011.1031.594200	\$ 190.00	Recertification of Lidar	131145		06/30/2022	609435	\$ 190.00
001457 - QUINN COMPANY	011.1043.840000	\$ 122,961.00	Loader Tractor~	S2440001	011.0015032			
	011.1043.840000	\$ 12,603.50	Sales Tax 10.25	S2440001				
	011.1046.590000	\$ 7.00	Tire Fee	S2440001	011.0015032	06/30/2022	609436	\$ 135,571.50
000805 - RIO HONDO COLLEGE	011.1031.596700	\$ 50.00	Enrollment Fee	77207				
	011.1031.596700	\$ 25.00	Enrollment Fee	77228		06/30/2022	609437	\$ 75.00

**CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022**

EARLY CHECKS

VENDOR NAME AND NUMBER	ACCOUNT NUMBER	INVOICE AMOUNT	DESCRIPTION	INVOICE	P.O.#	PAYMENT DATE	CHECK NUMBER	PAYMENT AMOUNT
003711 - STALKER RADAR APPLIED CONCEPTS	011.1031.520000	\$ 3,957.98	Supplies~	402698		06/30/2022	609438	\$ 3,957.98
005419 - SUPERIOR CT OF CAL OF LA	011.1031.594200	\$ 2,069.00	Parking Citations 05/22	061022		06/30/2022	609439	\$ 2,069.00
006985 - TERMINIX COMMERCIAL	011.1049.590000	\$ 84.00	Pest Control 04/22~	419629696		06/30/2022	609440	\$ 84.00
004783 - ULINE	055.8000.590000	\$ 389.97	Table~	147792081	055.0002954			
	055.8000.590000	\$ 0.01	Shelf~	147792081	055.0002954			
	055.8000.590000	\$ 0.01	Bench Legs~	147792081	055.0002954			
	055.8000.590000	\$ 0.01	Table Top~	147792081	055.0002954			
	055.8000.590000	\$ 82.50	Divider~	147792081	055.0002954			
	055.8000.590000	\$ 105.29	Sales Tax 10.25	147792081				
	055.8000.590000	\$ 253.20	Divider Box~	147792081	055.0002954			
	055.8000.590000	\$ 299.97	REEL RACK - 36 X 24 X 84"~	147792081	055.0002954			
	055.8000.590000	\$ 0.01	POST FOR WIDE SPAN SHELVING RACKS - 84"	147792081	055.0002954			
	055.8000.590000	\$ 0.01	REEL RACKS BEAMS - 36 X 24"~	147792081	055.0002954			
	055.8000.590000	\$ 0.01	REEL RACK AXLES - 36" ~	147792081	055.0002954			
	055.8000.590000	\$ 188.05	Freight	147792081	055.0002954	06/30/2022	609441	\$ 1,319.04
007384 - PAULY VEGA	011.1021.797000	\$ 4,000.00	VCF Scholarship Grant Award	052622		06/30/2022	609442	\$ 4,000.00
TOTAL EARLY CHECKS								\$ 784,226.32

CITY OF VERNON
OPERATING ACCOUNT
WARRANT REGISTER NO. 90
JULY 19, 2022

RECAP BY FUND

FUND	ELECTRONIC TOTAL	EARLY CHECK TOTAL	WARRANT TOTAL	GRAND TOTALS
011 - GENERAL	\$ 981,177.78	\$ 469,325.02	\$ 0.00	\$ 1,450,502.80
020 - WATER	299,300.05	20,318.90	0.00	319,618.95
055 - LIGHT & POWER	11,969,656.14	265,886.55	0.00	12,235,542.69
056 - NATURAL GAS	33,558.04	28,695.85	0.00	62,253.89
057 - FIBER OPTIC	11,258.33	0.00	0.00	11,258.33
GRAND TOTAL	<u>\$ 13,294,950.34</u>	<u>\$ 784,226.32</u>	<u>\$ 0.00</u>	<u>\$ 14,079,176.66</u>

TOTAL CHECKS TO BE PRINTED 0

City Council Agenda Item Report

Submitted by: Efren Peregrina
Submitting Department: Finance/Treasury
Meeting Date: July 19, 2022

SUBJECT

City Payroll Warrant Register

Recommendation:

Approve City Payroll Warrant Register No. 793, for the period of June 1 through June 30, 2022, totaling \$3,765,115.33 and consisting of ratification of direct deposits, checks and taxes totaling \$2,624,907.92 and ratification of checks and electronic fund transfers (EFT) for payroll related disbursements totaling \$1,140,207.41 paid through operating bank account.

Background:

Section 2.32.060 of the Vernon Municipal Code indicates the City Treasurer, or an authorized designee, shall prepare warrants covering claims or demands against the City which are to be presented to City Council for its audit and approval. Pursuant to the aforementioned code section, the City Treasurer has prepared City Payroll Account Warrant Register No. 793 covering claims and demands presented during the period of June 1 through June 30, 2022, drawn, or to be drawn, from East West Bank for City Council approval.

Fiscal Impact:

The fiscal impact of approving City Payroll Warrant Register No. 793, totals \$3,765,115.33. The Finance Department has determined that sufficient funds to pay such claims/demands, are available in the respective accounts referenced on City Payroll Warrant Register No. 793.

Attachments:

1. [City Payroll Account Warrant Register No. 793](#)

PAYROLL WARRANT REGISTER
City of Vernon

No. **793** Month of **June 2022**

I hereby Certify: that claims or demands covered by the above listed warrants have been audited as to accuracy and availability of funds for payments thereof; and that said claims or demands are accurate and that funds are available for payments thereof.

This is to certify that the claims or demands covered by the above listed warrants have been audited by the City Council of the City of Vernon and that all of said warrants are approved for payments



Scott A. Williams
Director of Finance / City Treasurer

Date: 7/13/2022

DATE

DATE

Payrolls reported for the month of June

05/08/2022 - 05/21/2022, Paydate 06/02/2022

05/22/2022 - 06/04/2022, Paydate 06/16/2022

05/26/2022 - 05/26/2022, Paydate 06/16/2022

01/30/2022 - 06/04/2022, Paydate 06/30/2022

06/05/2022 - 06/18/2022, Paydate 06/30/2022

Payment

Method	Date	Payment Description	Amount
ACH	06/02/22	Net payroll, checks	\$ 8,382.43
ACH	06/02/22	Net payroll, direct deposits	681,978.22
ACH	06/02/22	Payroll taxes	184,061.56
ACH	06/16/22	Net payroll, checks	4,402.84
ACH	06/16/22	Net payroll, direct deposits	676,168.22
ACH	06/16/22	Payroll taxes	189,239.13
ACH	06/30/22	Net payroll, checks	5,289.37
ACH	06/30/22	Net payroll, direct deposits	693,111.54
ACH	06/30/22	Payroll taxes	182,274.61

Total net payroll and payroll taxes**2,624,907.92**

13171	06/02/22	ICMARC	30,320.03
13170	06/06/22	IBEW Dues	2,442.92
13169	06/06/22	Vernon Police Officers' Benefit Association	1,861.16
13174	06/09/22	CalPERS	204,212.52
13175	06/03/22	California State Disbursement Unit	41.53
13189	06/17/22	Blue Shield of California	364,084.65
13190	06/17/22	Metlife - Group Benefits	27,267.91
13191	06/22/22	MES Vision	4,032.26
13192	06/22/22	AFLAC	11,657.86
13193	06/28/22	Mutual of Omaha	13,617.34
13194	06/23/22	Colonial	6,441.26
13179	06/16/22	ICMARC	30,179.34
13177	06/17/22	Teamsters Local 911	2,358.00
13176	06/17/22	Vernon Police Officers' Benefit Association	2,245.29
13181	06/16/22	CalPERS	203,455.23
13182	06/16/22	California State Disbursement Unit	41.53
13184	06/30/22	ICMARC	29,487.71
13183	07/01/22	Vernon Police Officers' Benefit Association	2,304.49
13187	07/12/22	CalPERS	204,114.85
13188	07/01/22	California State Disbursement Unit	41.53

**Payroll related disbursements, paid through
Operating bank account****1,140,207.41****Total net payroll, taxes, and related disbursements****\$ 3,765,115.33**

City Council Agenda Item Report

Submitted by: Diana Figueroa
Submitting Department: Fire Department
Meeting Date: July 19, 2022

SUBJECT

Fire Department Activity Report

Recommendation:

Receive and file the May 2022 Fire Department Activity Report.

Background:

Attached is a copy of a Fire Department Activity Report which covers the period of May 1 through May 31, 2022. The report is provided by Los Angeles County Fire and consists of incident details and a summary for the month.

Fiscal Impact:

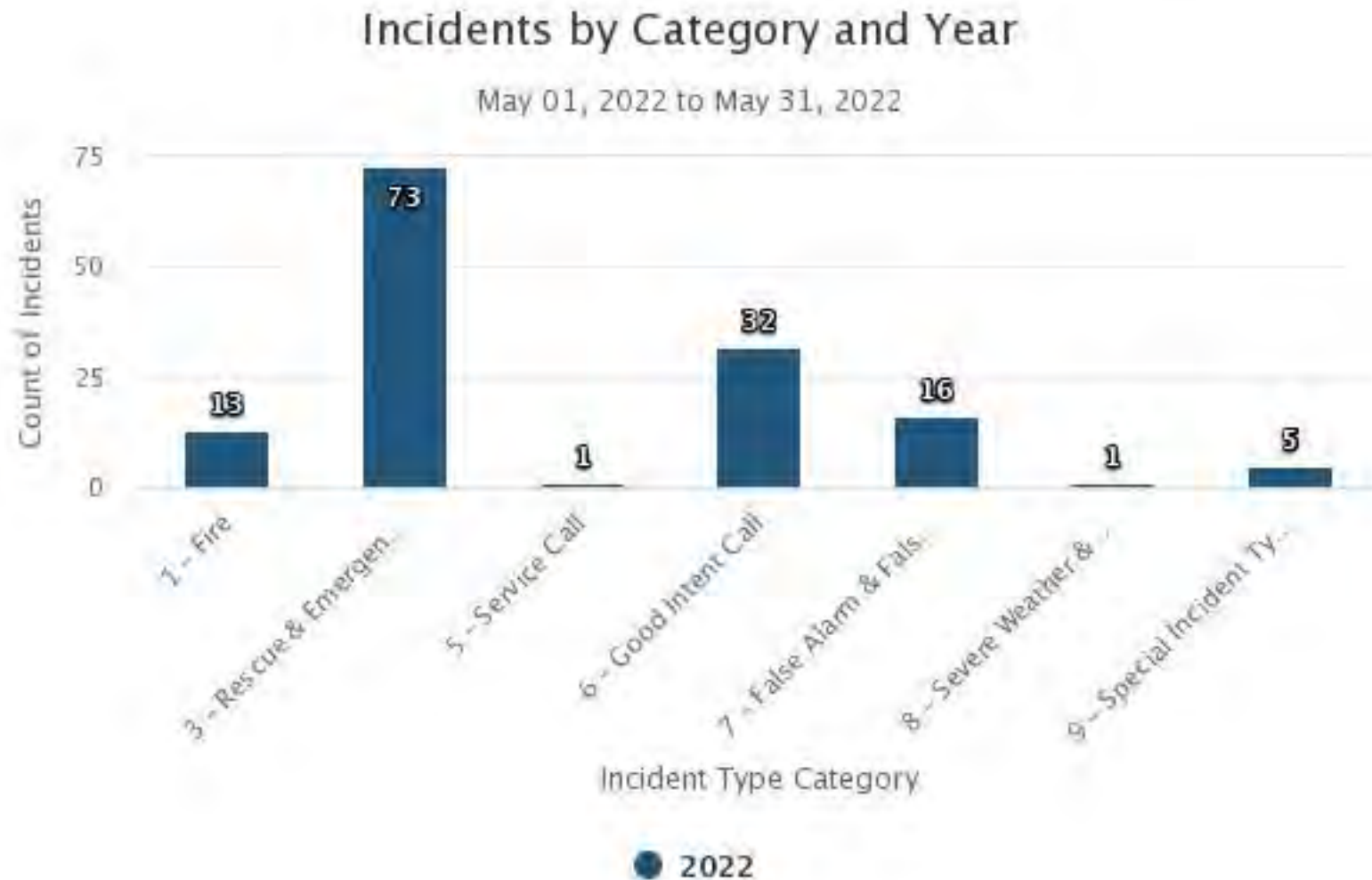
There is no fiscal impact associated with this report.

Attachments:

1. [Fire Department Activity Report - May 2022](#)



COUNTY OF LOS ANGELES FIRE DEPARTMENT
CITY OF VERNON STATISTICS
MAY 2022



TRANSPORTS

CITY OF VERNON STATISTICS

MAY 2022 TYPES AND TOTALS

[illegible]

CITY OF VERNON STATISTICS
MAY 2022 TYPES AND TOTALS

Incident Date/Time	Basic Incident Number (FD1)	Basic Incident Full Address	Basic Incident Type Code And Description (FD1.21)	Basic Property Pre-Incident Value (FD1.37)	Basic Property Losses (FD1.35)	Basic Contents Pre-Incident Value (FD1.38)	Basic Content Losses (FD1.36)	Fire Acres Burned (FD5.5)	Fire Less Than One Acre Burned Flag (FD5.7)	Wildland Federal Responsibility Area Acres Burned (FD17.55)	Wildland State Responsibility Area Acres Burned (FD17.53)	Wildland Local Responsibility Area Acres Burned (FD17.54)	Basic Primary Station Name (FD1.4)
Count: 13								Total: 0		Total: 0	Total: 0	Total: 0	

TYPES AND TOTALS

Cad Initial	Cad Incident Type Description	Basic Incident Type Code And Description (FD1.21)	Number of incidents	Property Loss	Content Loss	Acres Burned
Basic Incident Type Category (FD1.21): (None)						
ALRWF			1			
INVO			1			
MISC1			1			
			Total: 3	Total: \$0	Total: 0	Total: 0
Basic Incident Type Category (FD1.21): 1 - Fire						
ALRA		111 - Building fire	1	\$20,000	20,000	
GRS		150 - Outside rubbish fire, other	1			
INVO		150 - Outside rubbish fire, other	1			
MISC1		118 - Trash or rubbish fire, contained	2			
MISC1		151 - Outside rubbish, trash or waste fire	1			
RUB		150 - Outside rubbish fire, other	1			
STRC		140 - Natural vegetation fire, other	1			
STRC		151 - Outside rubbish, trash or waste fire	1			
TREE		150 - Outside rubbish fire, other	1			
TREE		151 - Outside rubbish, trash or waste fire	1			
VEH		138 - Off-road vehicle or heavy equipment fire	1	\$5,000		
VEHL		121 - Fire in mobile home used as fixed residence	1	\$10,000	300	
			Total: 13	Total: \$35,000	Total: 20,300	Total: 0
Basic Incident Type Category (FD1.21): 3 - Rescue & Emergency Medical Service Incident						
911		321 - EMS call, excluding vehicle accident with injury	1			
ABDA		321 - EMS call, excluding vehicle accident with injury	2			
ABDB		321 - EMS call, excluding vehicle accident with injury	1			
ASSLTA		300 - Rescue, EMS incident, other	1			

CITY OF VERNON STATISTICS
MAY 2022 TYPES AND TOTALS

Cad Initial	Cad Incident Type Description	Basic Incident Type Code And Description (FD1.21)	Number of incidents	Property Loss	Content Loss	Acres Burned
ASSLTB		321 - EMS call, excluding vehicle accident with injury	1			
BACKB		321 - EMS call, excluding vehicle accident with injury	1			
BLEEDA		321 - EMS call, excluding vehicle accident with injury	2			
CP		300 - Rescue, EMS incident, other	1			
CP		321 - EMS call, excluding vehicle accident with injury	3			
DB		321 - EMS call, excluding vehicle accident with injury	4			
DIAA		321 - EMS call, excluding vehicle accident with injury	2			
EMS		300 - Rescue, EMS incident, other	1			
EMS		320 - Emergency medical service, other	1			
EMS		321 - EMS call, excluding vehicle accident with injury	4			
EXPOSB		321 - EMS call, excluding vehicle accident with injury	1			
EYE		300 - Rescue, EMS incident, other	1			
INJA		321 - EMS call, excluding vehicle accident with injury	7			
LAW		321 - EMS call, excluding vehicle accident with injury	1			
OD		321 - EMS call, excluding vehicle accident with injury	1			
SICKA		321 - EMS call, excluding vehicle accident with injury	5			
SICKB		300 - Rescue, EMS incident, other	1			
SICKB		320 - Emergency medical service, other	1			
SICKB		321 - EMS call, excluding vehicle accident with injury	4			
SZR		300 - Rescue, EMS incident, other	1			
SZR		321 - EMS call, excluding vehicle accident with injury	3			
TCA		321 - EMS call, excluding vehicle accident with injury	5			
TCA		324 - Motor vehicle accident with no injuries.	1			
TCB		300 - Rescue, EMS incident, other	2			
TCB		321 - EMS call, excluding vehicle accident with injury	3			
TCB		322 - Motor vehicle accident with injuries	2			
TCP		300 - Rescue, EMS incident, other	1			
TCP		322 - Motor vehicle accident with injuries	1			
TCT		321 - EMS call, excluding vehicle accident with injury	1			
UNC		321 - EMS call, excluding vehicle accident with injury	7			
			Total: 74	Total: \$0	Total: 0	Total: 0
Basic Incident Type Category (FD1.21): 5 - Service Call						
PA		542 - Animal rescue	1			
			Total: 1	Total: \$0	Total: 0	Total: 0
Basic Incident Type Category (FD1.21): 6 - Good Intent Call						
ALRA		600 - Good intent call, other	1			

CITY OF VERNON STATISTICS
MAY 2022 TYPES AND TOTALS

Cad Initial Cad Incident Type Description	Basic Incident Type Code And Description (FD1.21)	Number of incidents	Property Loss	Content Loss	Acres Burned
ALRA	611 - Dispatched and cancelled en route	4			
ALREMS	611 - Dispatched and cancelled en route	1			
ALRWF	600 - Good intent call, other	4			
ALRWF	611 - Dispatched and cancelled en route	7			
ALRWFR	611 - Dispatched and cancelled en route	2			
EMS	600 - Good intent call, other	2			
EMS	611 - Dispatched and cancelled en route	1			
GASO	600 - Good intent call, other	1			
GRS	600 - Good intent call, other	1			
INJA	611 - Dispatched and cancelled en route	1			
INVO	611 - Dispatched and cancelled en route	3			
MISC1	622 - No incident found on arrival at dispatch address	1			
PA	611 - Dispatched and cancelled en route	1			
STRC	611 - Dispatched and cancelled en route	1			
TCB	600 - Good intent call, other	1			
		Total: 32	Total: \$0	Total: 0	Total: 0
Basic Incident Type Category (FD1.21): 7 - False Alarm & False Call					
ALRA	700 - False alarm or false call, other	2			
ALRMAN	730 - System malfunction, other	1			
ALRWF	700 - False alarm or false call, other	3			
ALRWF	730 - System malfunction, other	2			
ALRWF	735 - Alarm system sounded due to malfunction	5			
ALRWFR	700 - False alarm or false call, other	1			
ALRWFR	733 - Smoke detector activation due to malfunction	1			
STR	700 - False alarm or false call, other	1			
		Total: 16	Total: \$0	Total: 0	Total: 0
Basic Incident Type Category (FD1.21): 8 - Severe Weather & Natural Disaster					
ALRWF	812 - Flood assessment	1			
		Total: 1	Total: \$0	Total: 0	Total: 0
Basic Incident Type Category (FD1.21): 9 - Special Incident Type					
ALRWF	900 - Special type of incident, other	2			
MISC1	900 - Special type of incident, other	2			
TCB	900 - Special type of incident, other	1			
		Total: 5	Total: \$0	Total: 0	Total: 0
		Total: 145	Total: \$35,000	Total: 20,300	Total: 0

COUNTY OF LOS ANGELES FIRE DEPARTMENT

CITY OF VERNON STATISTICS

MAY 2022 CITY DETAILS

CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/01/22	LAC22144291	TCA	321 - EMS call, excluding vehicle accident with injury	Downey South DOWNEY VERNON CA 90058	Downey South DOWNEY Road	S13		
05/01/22	LAC22144314	ALRWFR	611 - Dispatched and cancelled en route	4444 AYERS VERNON CA 90023	4444 AYERS Avenue			
05/01/22	LAC22144321	UNC	321 - EMS call, excluding vehicle accident with injury	3305 BANDINI VERNON CA 90023	3305 BANDINI Boulevard	S13		
05/01/22	LAC22144353	INJA	321 - EMS call, excluding vehicle accident with injury	4580 South PACIFIC VERNON CA 90058	4580 South PACIFIC Boulevard	E52		
05/01/22	LAC22144870	ALRA	111 - Building fire	5950 South ALCOA VERNON CA 90058	5950 South ALCOA Avenue	E13	20,000	20,000
05/01/22	LAC22145110	SICKB	321 - EMS call, excluding vehicle accident with injury	3737 South SOTO VERNON CA 90058	3737 South SOTO Street	E52		
05/02/22	LAC22145518	TCA	321 - EMS call, excluding vehicle accident with injury	Atlantic South ATLANTIC VERNON CA 90040	Atlantic South ATLANTIC Boulevard	E27		
05/02/22	LAC22145524	DIAA	321 - EMS call, excluding vehicle accident with injury	3420 East VERNON VERNON CA 90058	3420 East VERNON Avenue	E52		
05/02/22	LAC22145533	INJA	321 - EMS call, excluding vehicle accident with injury	4800 South SOTO VERNON CA 90058	4800 South SOTO Street	E13		
05/02/22	LAC22145883	UNC	321 - EMS call, excluding vehicle accident with injury	3848 South SOTO VERNON CA 90058	3848 South SOTO Street	E52		
05/02/22	LAC22146095	CP	321 - EMS call, excluding vehicle accident with injury	DISTRICT VERNON CA 90058	DISTRICT Boulevard	S163		
05/02/22	LAC22146475	UNC	321 - EMS call, excluding vehicle accident with injury	4309 FRUITLAND VERNON CA 90270	4309 FRUITLAND Avenue	S13		
05/03/22	LAC22146788	CP	321 - EMS call, excluding vehicle accident with injury	3480 East 26TH VERNON CA 90023	3480 East 26TH Street	S13		

CITY OF VERNON STATISTICS

MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/03/22	LAC22147219	EMS	300 - Rescue, EMS incident, other	Atlantic district South ATLANTIC VERNON CA 90040	Atlantic district South ATLANTIC Boulevard	E163		
05/04/22	LAC22147699	VEH	138 - Off-road vehicle or heavy equipment fire	3333 South DOWNEY VERNON CA 90023	3333 South DOWNEY Road	E52	5,000	
05/04/22	LAC22147951	ALRWF	600 - Good intent call, other	2900 East 44TH VERNON CA 90058	2900 East 44TH Street	E52		
05/04/22	LAC22148232	SICKA	321 - EMS call, excluding vehicle accident with injury	3259 East 46TH VERNON CA 90058	3259 East 46TH Street	E13		
05/04/22	LAC22148447	BLEEDA	321 - EMS call, excluding vehicle accident with injury	2801 East 46TH VERNON CA 90058	2801 East 46TH Street	E52		
05/04/22	LAC22148486	STRC	151 - Outside rubbish, trash or waste fire	3634 South SOTO VERNON CA 90058	3634 South SOTO Street	E52		
05/04/22	LAC22148511	ALRWF	735 - Alarm system sounded due to malfunction	5301 South SANTA FE VERNON CA 90058	5301 South SANTA FE Avenue	E52		
05/05/22	LAC22149127	ALRA	611 - Dispatched and cancelled en route	4133 BANDINI VERNON CA 90023	4133 BANDINI Boulevard			
05/05/22	LAC22149450	ALRWF	611 - Dispatched and cancelled en route	3049 East VERNON VERNON CA 90058	3049 East VERNON Avenue			
05/06/22	LAC22150156	TCA	324 - Motor vehicle accident with no injuries.	South DOWNEY VERNON CA 90058	South DOWNEY Road	S13		
05/06/22	LAC22150258	ALRWF	600 - Good intent call, other	6199 MALBURG VERNON CA 90058	6199 MALBURG Way	E13		
05/06/22	LAC22150413	ALRWF	611 - Dispatched and cancelled en route	6199 MALBURG VERNON CA 90058	6199 MALBURG Way			
05/06/22	LAC22150440	ALRWF		6199 MALBURG VERNON CA 90058	6199 MALBURG Way	E163		
05/06/22	LAC22150708	ALRWF	600 - Good intent call, other	4201 ROSS VERNON CA 90058	4201 ROSS Street	E52		
05/06/22	LAC22150847	MISC1	151 - Outside rubbish, trash or waste fire	East WASHINGTON VERNON CA 90023	East WASHINGTON Boulevard	E52		
05/06/22	LAC22151229	ABDB	321 - EMS call, excluding vehicle accident with injury	East VERNON VERNON CA 90058	East VERNON Avenue	E52		
05/07/22	LAC22151390	EMS	321 - EMS call, excluding vehicle accident with injury	0 PENNINGTON VERNON CA 90201	0 PENNINGTON Way	S13		

CITY OF VERNON STATISTICS

MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/07/22	LAC22151504	ASSLTA	300 - Rescue, EMS incident, other	3770 East WASHINGTON VERNON CA 90023	3770 East WASHINGTON Boulevard	S3		
05/07/22	LAC22151509	MISC1		FRUITLAND VERNON CA 90058	FRUITLAND Avenue	E164		
05/07/22	LAC22151601	GRS	600 - Good intent call, other	South ATLANTIC VERNON CA 90040	South ATLANTIC Boulevard			
05/07/22	LAC22151648	ALRWF	735 - Alarm system sounded due to malfunction	3049 East VERNON VERNON CA 90058	3049 East VERNON Avenue	E52		
05/07/22	LAC22151877	EYE	300 - Rescue, EMS incident, other	DISTRICT VERNON CA 90040	DISTRICT Boulevard	E163		
05/07/22	LAC22152400	STRC	140 - Natural vegetation fire, other	East VERNON VERNON CA 90058	East VERNON Avenue	E52		
05/07/22	LAC22152443	STRC	611 - Dispatched and cancelled en route	Bandini South SOTO VERNON CA 90058	Bandini South SOTO Street	E13		
05/08/22	LAC22153176	SICKA	321 - EMS call, excluding vehicle accident with injury	2067 East 55TH VERNON CA 90058	2067 East 55TH Street	E52		
05/09/22	LAC22153803	BACKB	321 - EMS call, excluding vehicle accident with injury	2503 East VERNON VERNON CA 90058	2503 East VERNON Avenue	E52		
05/09/22	LAC22153847	SICKB	321 - EMS call, excluding vehicle accident with injury	4800 South SANTA FE VERNON CA 90058	4800 South SANTA FE Avenue	E52		
05/09/22	LAC22153919	ALRMAN	730 - System malfunction, other	4625 DISTRICT VERNON CA 90058	4625 DISTRICT Boulevard	E13		
05/09/22	LAC22154235	ALRWF	611 - Dispatched and cancelled en route	3251 East LEONIS VERNON CA 90058	3251 East LEONIS Boulevard			
05/10/22	LAC22154798	ALRWF	735 - Alarm system sounded due to malfunction	2900 AYERS VERNON CA 90023	2900 AYERS Avenue	E27		
05/10/22	LAC22154919	ALRWF	611 - Dispatched and cancelled en route	4510 South ALAMEDA VERNON CA 90058	4510 South ALAMEDA Street			
05/10/22	LAC22155192	TCB	321 - EMS call, excluding vehicle accident with injury	DISTRICT VERNON CA 90058	DISTRICT Boulevard	E13		
05/10/22	LAC22155247	SICKA	321 - EMS call, excluding vehicle accident with injury	5925 South ALCOA VERNON CA 90058	5925 South ALCOA Avenue	E13		
05/10/22	LAC22155250	SICKB	320 - Emergency medical service, other	4618 South PACIFIC VERNON CA 90058	4618 South PACIFIC Boulevard	E52		

CITY OF VERNON STATISTICS
MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/10/22	LAC22155296	TCP	300 - Rescue, EMS incident, other	Atlantic SB 710 AT BANDINI VERNON CA 90058	Atlantic SB 710 AT BANDINI Boulevard	S3		
05/10/22	LAC22155341	ALRWFR	700 - False alarm or false call, other	4505 BANDINI VERNON CA 90040	4505 BANDINI Boulevard	E27		
05/10/22	LAC22155521	EMS	320 - Emergency medical service, other	Washington South GRANDE VISTA VERNON CA 90023	Washington South GRANDE VISTA Avenue	E52		
05/10/22	LAC22155714	ALRWF	730 - System malfunction, other	5383 South ALCOA VERNON CA 90058	5383 South ALCOA Avenue	E13		
05/10/22	LAC22155745	GASO	600 - Good intent call, other	4010 East 26TH VERNON CA 90023	4010 East 26TH Street	E27		
05/11/22	LAC22156082	SICKB	300 - Rescue, EMS incident, other	5151 South ALCOA VERNON CA 90058	5151 South ALCOA Avenue	E13		
05/11/22	LAC22156415	INVO	611 - Dispatched and cancelled en route	60 South 12345 VERNON CA 90023	60 South 12345 Freeway	E8		
05/11/22	LAC22156631	ALRWFR	733 - Smoke detector activation due to malfunction	3300 BANDINI VERNON CA 90023	3300 BANDINI Boulevard			
05/11/22	LAC22156652	ALRWF	611 - Dispatched and cancelled en route	5301 South SANTA FE VERNON CA 90058	5301 South SANTA FE Avenue			
05/11/22	LAC22156775	TCA	321 - EMS call, excluding vehicle accident with injury	East 28TH VERNON CA 90058	East 28TH Street	E52		
05/11/22	LAC22156984	SICKA	321 - EMS call, excluding vehicle accident with injury	4401 South DOWNEY VERNON CA 90058	4401 South DOWNEY Road	S13		
05/12/22	LAC22157144	ALRWF	600 - Good intent call, other	3049 East VERNON VERNON CA 90058	3049 East VERNON Avenue	E52		
05/12/22	LAC22157330	ALRWF	730 - System malfunction, other	6199 MALBURG VERNON CA 90058	6199 MALBURG Way	E13		
05/12/22	LAC22157379	STR	700 - False alarm or false call, other	3876 South SANTA FE VERNON CA 90058	3876 South SANTA FE Avenue	E52		
05/12/22	LAC22157384	EMS	321 - EMS call, excluding vehicle accident with injury	East VERNON VERNON CA 90058	East VERNON Avenue	E57		
05/13/22	LAC22158487	TCB	321 - EMS call, excluding vehicle accident with injury	2263 East VERNON VERNON CA 90058	2263 East VERNON Avenue	E52		
05/13/22	LAC22158526	ALRWFR	611 - Dispatched and cancelled en route	4201 ROSS VERNON CA 90058	4201 ROSS Street			

CITY OF VERNON STATISTICS

MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/13/22	LAC22158582	TCB	300 - Rescue, EMS incident, other	St DISTRICT VERNON CA 90040	St DISTRICT Boulevard	E13		
05/13/22	LAC22158636	EMS	600 - Good intent call, other	4529 EVERETT VERNON CA 90058	4529 EVERETT Avenue	S13		
05/13/22	LAC22158807	CP	321 - EMS call, excluding vehicle accident with injury	4900 GIFFORD VERNON CA 90058	4900 GIFFORD Avenue	E13		
05/13/22	LAC22159257	UNC	321 - EMS call, excluding vehicle accident with injury	3280 East 44TH VERNON CA 90058	3280 East 44TH Street	S13		
05/14/22	LAC22159748	RUB	150 - Outside rubbish fire, other	DISTRICT VERNON CA 90040	DISTRICT Boulevard	E163		
05/14/22	LAC22159766	TCB	300 - Rescue, EMS incident, other	FRUITLAND VERNON CA 90058	FRUITLAND Avenue	E13		
05/14/22	LAC22160346	ABDA	321 - EMS call, excluding vehicle accident with injury	4224 DISTRICT VERNON CA 90058	4224 DISTRICT Boulevard	E13		
05/14/22	LAC22160513	TCP	322 - Motor vehicle accident with injuries	3278 East SLAUSON VERNON CA 90058	3278 East SLAUSON Avenue	E13		
05/14/22	LAC22160992	ASSLTB	321 - EMS call, excluding vehicle accident with injury	District and Downey South DOWNEY VERNON CA 90058	District and Downey South DOWNEY Road	E13		
05/15/22	LAC22161178	INJA	321 - EMS call, excluding vehicle accident with injury	3155 BANDINI VERNON CA 90023	3155 BANDINI Boulevard	S13		
05/15/22	LAC22161359	ALRA	611 - Dispatched and cancelled en route	3501 East VERNON VERNON CA 90058	3501 East VERNON Avenue			
05/15/22	LAC22161760	LAW	321 - EMS call, excluding vehicle accident with injury	3801 South SANTA FE VERNON CA 90058	3801 South SANTA FE Avenue	E52		
05/15/22	LAC22161856	MISC1	118 - Trash or rubbish fire, contained	East 50TH VERNON CA 90058	East 50TH Street	E163		
05/15/22	LAC22161965	PA	611 - Dispatched and cancelled en route	4433 South SANTA FE VERNON CA 90058	4433 South SANTA FE Avenue			
05/15/22	LAC22162075	SICKB	321 - EMS call, excluding vehicle accident with injury	South SOTO VERNON CA 90058	South SOTO Street	E52		
05/16/22	LAC22162667	DB	321 - EMS call, excluding vehicle accident with injury	3121 East 26TH VERNON CA 90023	3121 East 26TH Street	E13		
05/16/22	LAC22162813	MISC1	900 - Special type of incident, other	4321 East EXCHANGE VERNON CA 90058	4321 East EXCHANGE Avenue	E13		

CITY OF VERNON STATISTICS

MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/16/22	LAC22162945	SZR	321 - EMS call, excluding vehicle accident with injury	5601 BICKETT VERNON CA 90058	5601 BICKETT Street	S13		
05/16/22	LAC22163005	TCB	321 - EMS call, excluding vehicle accident with injury	Santa Fe South SANTA FE VERNON CA 90058	Santa Fe South SANTA FE Avenue	Q13		
05/16/22	LAC22163117	TCB	600 - Good intent call, other	East 37TH VERNON CA 90058	East 37TH Street	E52		
05/16/22	LAC22163332	SZR	300 - Rescue, EMS incident, other	4350 South ALCOA VERNON CA 90058	4350 South ALCOA Avenue	S13		
05/17/22	LAC22164029	INJA	611 - Dispatched and cancelled en route	2068 East 37TH VERNON CA 90058	2068 East 37TH Street			
05/17/22	LAC22164164	MISC1	622 - No incident found on arrival at dispatch address	South ATLANTIC VERNON CA 90040	South ATLANTIC Boulevard	E27		
05/18/22	LAC22164624	ABDA	321 - EMS call, excluding vehicle accident with injury	2720 East 26TH VERNON CA 90023	2720 East 26TH Street	E52		
05/18/22	LAC22164748	TCA	321 - EMS call, excluding vehicle accident with injury	LOMA VISTA VERNON CA 90058	LOMA VISTA Avenue	E13		
05/18/22	LAC22164856	ALRWF	611 - Dispatched and cancelled en route	3049 East VERNON VERNON CA 90058	3049 East VERNON Avenue			
05/18/22	LAC22165397	ALRWF	611 - Dispatched and cancelled en route	5301 South SANTA FE VERNON CA 90058	5301 South SANTA FE Avenue			
05/19/22	LAC22165888	ALRA	700 - False alarm or false call, other	4010 East 26TH VERNON CA 90023	4010 East 26TH Street	E27		
05/19/22	LAC22165908	EMS	321 - EMS call, excluding vehicle accident with injury	4510 South ALAMEDA VERNON CA 90058	4510 South ALAMEDA Street	S13		
05/19/22	LAC22165977	TCB	900 - Special type of incident, other	DISTRICT VERNON CA 90058	DISTRICT Boulevard	E13		
05/19/22	LAC22166203	EXPOSB	321 - EMS call, excluding vehicle accident with injury	4825 South SOTO VERNON CA 90058	4825 South SOTO Street	E52		
05/19/22	LAC22166259	SICKA	321 - EMS call, excluding vehicle accident with injury	3737 South SOTO VERNON CA 90058	3737 South SOTO Street	E52		
05/19/22	LAC22166575	MISC1	900 - Special type of incident, other	2848 East LEONIS VERNON CA 90058	2848 East LEONIS Boulevard	E13		
05/19/22	LAC22166689	CP	300 - Rescue, EMS incident, other	25 St VERNON CA 90058	25 St Street	E52		

CITY OF VERNON STATISTICS

MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/19/22	LAC22166715	ALRWF	735 - Alarm system sounded due to malfunction	3425 East VERNON VERNON CA 90058	3425 East VERNON Avenue	E52		
05/19/22	LAC22166982	TCA	321 - EMS call, excluding vehicle accident with injury	St BANDINI VERNON CA 90023	St BANDINI Boulevard	S13		
05/19/22	LAC22166987	DB	321 - EMS call, excluding vehicle accident with injury	2600 East 28TH VERNON CA 90058	2600 East 28TH Street	E52		
05/20/22	LAC22167141	VEHL	121 - Fire in mobile home used as fixed residence	South DOWNEY VERNON CA 90023	South DOWNEY Road	E13	10,000	300
05/20/22	LAC22167245	ALRWF	735 - Alarm system sounded due to malfunction	3049 East VERNON VERNON CA 90058	3049 East VERNON Avenue	E52		
05/20/22	LAC22167924	TCT	321 - EMS call, excluding vehicle accident with injury	South SANTA FE VERNON CA 90058	South SANTA FE Avenue	E52		
05/21/22	LAC22168331	SICKB	321 - EMS call, excluding vehicle accident with injury	2050 East 55TH VERNON CA 90058	2050 East 55TH Street	E52		
05/22/22	LAC22169549	INVO	150 - Outside rubbish fire, other	South ALAMEDA VERNON CA 90058	South ALAMEDA Street	E52		
05/23/22	LAC22170501	PA	542 - Animal rescue	South ATLANTIC VERNON CA 90040	South ATLANTIC Boulevard	E163		
05/23/22	LAC22170742	EMS	611 - Dispatched and cancelled en route	2650 East LEONIS VERNON CA 90058	2650 East LEONIS Boulevard	E52		
05/23/22	LAC22171031	ALRWF	812 - Flood assessment	5725 South ALCOA VERNON CA 90058	5725 South ALCOA Avenue	E13		
05/23/22	LAC22171111	911	321 - EMS call, excluding vehicle accident with injury	3100 BANDINI VERNON CA 90023	3100 BANDINI Boulevard	E52		
05/23/22	LAC22171192	DB	321 - EMS call, excluding vehicle accident with injury	3375 FRUITLAND VERNON CA 90058	3375 FRUITLAND Avenue	E13		
05/23/22	LAC22171250	SZR	321 - EMS call, excluding vehicle accident with injury	None South SOTO VERNON CA 90058	None South SOTO Street	E52		
05/23/22	LAC22171401	MISC1	118 - Trash or rubbish fire, contained	26TH VERNON CA 90040	26TH Street	E27		
05/23/22	LAC22171664	OD	321 - EMS call, excluding vehicle accident with injury	26 St South SANTA FE VERNON CA 90058	26 St South SANTA FE Avenue	E52		

CITY OF VERNON STATISTICS
MAY 2022 CITY DETAILS

Alarm Date Time	Basic Incident Number (FD1)	Cad Initial Cad Incident Type Description	Incident Type	Address	Basic Incident Full Street Address	Basic First Arrived At Scene Apparatus ID	Basic Property Losses (FD1.35)	Basic Content Losses (FD1.36)
05/24/22	LAC22172159	INJA	321 - EMS call, excluding vehicle accident with injury	3311 East SLAUSON VERNON CA 90058	3311 East SLAUSON Avenue	S13		
05/24/22	LAC22172219	INVO	611 - Dispatched and cancelled en route	South SANTA FE VERNON CA 90058	South SANTA FE Avenue			
05/24/22	LAC22172221	ALRA	611 - Dispatched and cancelled en route	4701 South SANTA FE VERNON CA 90058	4701 South SANTA FE Avenue			
05/24/22	LAC22172470	ALREMS	611 - Dispatched and cancelled en route	3226 East 44TH VERNON CA 90058	3226 East 44TH Street			
05/25/22	LAC22172906	UNC	321 - EMS call, excluding vehicle accident with injury	Alameda & 26 South ALAMEDA VERNON CA 90058	Alameda & 26 South ALAMEDA Street	E52		
05/25/22	LAC22173151	SZR	321 - EMS call, excluding vehicle accident with injury	2600 South SOTO VERNON CA 90023	2600 South SOTO Street	S13		
05/25/22	LAC22173197	ALRWF	700 - False alarm or false call, other	4901 BANDINI VERNON CA 90201	4901 BANDINI Boulevard	Q27		
05/25/22	LAC22173295	ALRWF	700 - False alarm or false call, other	2761 FRUITLAND VERNON CA 90058	2761 FRUITLAND Avenue	E52		
05/25/22	LAC22173301	ALRWF	900 - Special type of incident, other	4614 East 48TH VERNON CA 90058	4614 East 48TH Street	Q13		
05/25/22	LAC22173421	TREE	150 - Outside rubbish fire, other	3030 South ATLANTIC VERNON CA 90040	3030 South ATLANTIC Boulevard	E27		
05/25/22	LAC22173845	ALRA	700 - False alarm or false call, other	3575 South SANTA FE VERNON CA 90058	3575 South SANTA FE Avenue	E52		
05/26/22	LAC22174115	TREE	151 - Outside rubbish, trash or waste fire	South ATLANTIC VERNON CA 90040	South ATLANTIC Boulevard	E27		
05/26/22	LAC22174125	EMS	321 - EMS call, excluding vehicle accident with injury	Downey & Fruitland FRUITLAND VERNON CA 90058	Downey & Fruitland FRUITLAND Avenue	S13		
05/26/22	LAC22174401	ALRWF	700 - False alarm or false call, other	5801 South ALCOA VERNON CA 90058	5801 South ALCOA Avenue	E13		
05/26/22	LAC22175095	BLEEDA	321 - EMS call, excluding vehicle accident with injury	4545 South PACIFIC VERNON CA 90058	4545 South PACIFIC Boulevard	S13		
05/26/22	LAC22175120	DIAA	321 - EMS call, excluding vehicle accident with injury	3031 East VERNON VERNON CA 90058	3031 East VERNON Avenue	E52		
05/26/22	LAC22175134	INJA	321 - EMS call, excluding vehicle accident with injury	2303 East SLAUSON VERNON CA 90255	2303 East SLAUSON Avenue	E52		

MAY 2022 CITY DETAILS

City Council Agenda Item Report

Submitted by: Donna Aggers
Submitting Department: Police Department
Meeting Date: July 19, 2022

SUBJECT

Police Department Activity Report

Recommendation:

Receive and file the May 2022 Police Department Activity Report

Background:

The Vernon Police Department's activity report consists of activity during the specified reporting period, including a summary of calls for service, and statistical information regarding arrests, traffic collisions, stored and impounded vehicles, recovered stolen vehicles, the number of citations issued, and the number of reports filed.

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

1. [Police Department Activity Report - May 2022](#)

VERNON POLICE DEPARTMENT

Department Activity Report

First Date: 05/01/2022

Jurisdiction: VERNON

Last Date: 05/31/2022

<i>Department</i>	<i>Complaint</i>	<i>All Units</i>	<i>Primary Unit</i>
<i>Type</i>	<i>Description</i>		
VPD			
10-6	OFFICER IS 10-6 C7,961,962,10-10, WASH, EQUIP	193	188
10-96C	10-96 CHARLES (CITY HALL SECURITY CHECK)	9	9
10-96H	PICK UP THE JAIL PAPER WORK FROM HP JAIL	7	6
140	SUPPLEMENTAL REPORT	6	4
166	COURT ORDER VIOLATION	2	1
20001	INJURY HIT AND RUN	3	1
20002	NON-INJURY HIT AND RUN	19	6
20002R	NON-INJURY HIT AND RUN REPORT	19	12
240R	ASSAULT REPORT	5	2
242	BATTERY	6	2
242R	BATTERY REPORT	4	3
245R	ASSAULT WITH A DEADLY WEAPON REPORT	2	1
261R	RAPE REPORT	6	3
273.5	DOMESTIC VIOLENCE	2	1
314	INDECENT EXPOSURE	6	2
415	DISTURBING THE PEACE	30	11
417	BRANDISHING A WEAPON	8	2
422R	TERRORIST THREATS REPORT	1	1
459	BURGLARY	13	4
459A	AUDIBLE BURGLARY ALARM	269	147
459R	BURGLARY REPORT	45	17
459S	SILENT BURGLARY ALARM	10	5
459V	BURGLARY TO A VEHICLE	4	3
459VR	BURGLARY TO A VEHICLE REPORT	5	3
476R	FRAUD REPORT	1	1
484	PETTY THEFT	42	11
484R	PETTY THEFT REPORT	19	10
487	GRAND THEFT	5	1
487R	GRAND THEFT REPORT	12	10
586	PARKING PROBLEM	94	87
586E	PARKING ENFORCEMENT	29	27
594	VANDALISM	14	4

VERNON POLICE DEPARTMENT

Department Activity Report

First Date: 05/01/2022

Jurisdiction: VERNON

Last Date: 05/31/2022

<i>Department</i>	<i>Complaint</i>	<i>All Units</i>	<i>Primary Unit</i>
<i>Type</i>	<i>Description</i>		
VPD			
594R	VANDALISM REPORT	18	12
602	TRESPASS	50	21
602R	TRESPASS REPORT	3	1
647F	DRUNK IN PUBLIC	7	2
901	UNKNOWN INJURY TRAFFIC COLLISION	5	2
901T	INJURY TRAFFIC COLLISION	25	8
901TR	INJURY TRAFFIC COLLISION REPORT	10	5
902T	NON-INJURY TRAFFIC COLLISION	76	48
902TR	NON-INJURY TRAFFIC COLLISION REPORT	3	2
909C	TRAFFIC CONTROL	1	1
909E	TRAFFIC ENFORCEMENT	27	23
909T	TRAFFIC HAZARD	10	6
911	911 MISUSE / HANGUP	1	1
911A	CONTACT THE REPORTING PARTY	26	18
911NR	911 CALL NO RESPONSE REQUIRED	1	1
917A	ABANDONED VEHICLE	3	2
920PR	LOST PROPERTY REPORT	1	1
925	SUSPICIOUS CIRCUMSTANCES	86	35
A459	ATTEMPT BURGLARY	4	1
A459R	ATTEMPT BURGLARY REPORT	3	1
A487R	ATTEMPT GRAND THEFT REPORT	1	1
A594	ATTEMPT VANDALISM	2	1
AGGR ANI	AGGRESSIVE ANIMAL	1	1
AGTA	ATTEMPT GRAND THEFT AUTO	6	2
AGTAR	ATTEMPT GRAND THEFT AUTO REPORT	3	2
ASSISTFD	ASSIST FIRE DEPARTMENT	29	18
BOSIG	BROKEN SIGNAL OR LIGHT	2	2
BOVEH	BROKEN DOWN VEHICLE	19	16
CITCK	CITATION CHECK	2	1
CITY ALARMS	CITY HALL ALARMS, FINANCE, CITY CLERK, HEAL	1	1
CIVIL	CIVIL MATTER	7	5
CODE5	SURVEILLANCE/STAKE-OUT	1	1

VERNON POLICE DEPARTMENT

Department Activity Report

First Date: 05/01/2022

Jurisdiction: VERNON

Last Date: 05/31/2022

<i>Department</i>	<i>Complaint</i>	<i>All Units</i>	<i>Primary Unit</i>
<i>Type</i>	<i>Description</i>		
VPD			
COP	COP DETAIL	12	6
DET	DETECTIVE INVESTIGATION	41	24
DETAIL	DETAIL	20	16
DPTAST	DEPARTMENTAL ASSIST	21	12
DUI	DRIVING UNDER THE INFLUENCE	1	1
FILING	OFFICER IS 10-6 REPORT WRITING	172	170
FOUND	FOUND PROPERTY REPORT	5	2
FU	FOLLOW UP	23	22
GTA	GRAND THEFT AUTO	3	1
GTAR	GRAND THEFT AUTO REPORT	30	19
HBC	HAILED BY A CITIZEN	18	8
ID THEFT	IDENTITY THEFT	1	1
ID THEFT RPT	IDENTITY THEFT REPORT	1	1
KTP	KEEP THE PEACE	4	2
LOCATE	LOCATED VERNON STOLEN VEHICLE / PLATES VI	2	2
LOJACK	LOJACK HIT	9	9
LPR	LICENSE PLATE READER	1	1
MR60	MISC REPORT	2	1
PANIC ALARM	PANIC ALARM/DURESS ALARM	5	2
PAPD	PUBLIC ASSIST-POLICE	19	10
PATCK	PATROL CHECK	232	202
PEDCK	PEDESTRIAN CHECK	97	43
PLATE	LOST OR STOLEN PLATES REPORT	2	2
PRSTRAN	PRISONER TRANSPORTED	13	10
REC	RECOVERED STOLEN VEHICLE IN THE FIELD	31	15
RECDALARM	TEST THE RECORDS ALARM	1	1
RECKLESS DF	RECKLESS DRIVING (23103)	7	3
REPO	REPOSSESSION	1	1
ROADRAGE	ROAD RAGE	2	1
RR	RAIL ROAD PROBLEM	3	3
SEAACA	SEAACA ANIMAL CALLS	2	1
SHOTS HEARI	SHOTS HEARD	2	1

VERNON POLICE DEPARTMENT

Department Activity Report

First Date: 05/01/2022

Jurisdiction: VERNON

Last Date: 05/31/2022

<i>Department</i>	<i>Complaint</i>		<i>All Units</i>	<i>Primary Unit</i>
	<i>Type</i>	<i>Description</i>		
VPD				
	SRMET	SRMET DETAIL	52	40
	TRAFFIC STO	TRAFFIC STOP	269	197
	UNATTACHED	UNATTACHED TRAILER	5	5
	VCK	VEHICLE CHECK	149	123
	VEH RELEASE	VEHICLE RELEASE	7	6
	VMCVIO	VERNON MUNICIPAL CODE VIOLATION	7	3
	WARRANT	WARRANT ARREST	3	3
	WELCK	WELFARE CHECK	59	25
<i>Department:</i>			2658	1822
<i>Overall:</i>			2658	1822

VERNON POLICE DEPARTMENT

Police Activity Report

Period Ending: 5/31/22

TRAFFIC COLLISIONS

	<u>NO.</u>
TOTAL	41
NON-INJURY	27
INJURY	14
Persons Injured	19
Pedestrian	0
Fatalities	0
City Property Damage	4
Hit & Run (Felony)	1
Hit & Run (Misdemeanor)	8

PROPERTY RECOVERED

VEHICLES: \$245,000

VEHICLES STORED

Unlicensed Driver/Impounded Vehicle	22
Unattached Trailer	0
Abandoned/Stored Vehicle	21
Traffic Hazard	0

PROPERTY RECOVERED FOR OTHER DEPARTMENTS

VEHICLES: \$126,000

CITATIONS

Citations Iss (Prisoner Release)	53
Citations Iss (Other Violations)	0
Parking	147
Hazardous	56
Non-Hazardous	57
Citations Iss (Moving)	113
Citations Iss (Total)	260

CASES CLEARED BY ARREST

AR22-083	CR22-0712	14601 VC	AR22-100	CR22-0738	14601.2(A) VC
AR22-084	CR22-0714	484 PC	AR22-101	CR22-0708	273.5(A) PC
AR22-085	CR22-0714	484 PC	AR22-102	CR22-0746	11377 HS
AR22-086	CR22-0715	11377 HS	AR22-103	CR22-0748	23153(A) VC
AR22-088	CR22-0722	11357(B) HS	AR22-104	CR22-0366	503 PC
AR22-089	CR22-0721	10851 VC	AR22-105	CR22-0751	148 PC
AR22-091	CR22-0728	11364 HS	AR22-106	CR22-0752	11364 HS
AR22-092	CR22-0731	487(A) PC	AR22-107	CR22-0758	369(I)A PC
AR22-093	CR22-0735	459 PC	AR22-108	CR22-0758	369(I)A PC
AR22-094	CR22-0735	459 PC	AR22-109	CR22-0758	369(I)A PC
AR22-095	CR22-0735	459 PC	AR22-110	CR22-0758	369(I)A PC
AR22-096	CR22-0735	459 PC	AR22-111	CR22-0758	369(I)A PC
AR22-097	CR22-0735	487 PC	AR22-113	CR22-0764	459 PC
AR22-098	CR22-0735	459 PC	AR22-114	CR22-0790	11364
AR22-099	CR22-0735	487 PC	AR22-115	CR22-0800	273.5 PC

CASES CLEARED BY ARREST (continued)

AR22-116	CR22-0801	11377 HS	AR22-132	CR22-0856	369(I)A PC
AR22-117	CR22-0813	11377 HS	AR22-133	CR22-0856	369(I)A PC
AR22-118	CR22-0815	12500(A) VC	AR22-134	CR22-0861	23103(A) PC
AR22-119	CR22-0816	369(I)A PC	AR22-135	CR22-0864	459 PC
AR22-120	CR22-0817	369(I)A PC	AR22-136	CR22-0867	459 PC
AR22-121	CR22-0819	594(B)(1) PC	AR22-137	CR22-0873	273.5 PC
AR22-122	CR22-0819	594(B)(1) PC	AR22-138	CR22-0874	487 PC
AR22-123	CR22-0820	23247(E) VC	AR22-139	CR22-0897	459 PC
AR22-124	CR22-0829	23247(E) VC	AR22-140	CR22-0897	459 PC
AR22-125	CR22-0830	23247(E) VC	AR22-141	CR22-0897	10851 VC
AR22-126	CR22-0837	11377 HS	AR22-142	CR22-0907	166 PC
AR22-127	CR22-0838	459 PC	AR22-143	CR22-0909	11364 HS
AR22-129	CR22-0853	10851 VC	AR22-145	CR22-0913	594(B)(1) PC
AR22-130	CR22-0854	484 PC	AR22-146	CR22-0916	23103(A) VC
AR22-131	CR22-0856	369(I)A PC	AR 22-147	CR22-0918	664/10851 VC

VERNON POLICE DEPARTMENT
REPORT FOR PERSONS ARRESTED
 PERIOD ENDING: 05/31/2022

ADULT FELONY ARRESTS AND DISPOSITIONS			
	MALE	FEMALE	TOTAL
ARSON			
ASSAULT			
BURGLARY (& ATTEMPTED)	10	1	
CORPORAL INJURY ON SPOUSE/COHABITANT	2	1	
DRIVING UNDER THE INFLUENCE w/ INJURY	1		
EMBEZZLEMENT		1	
GRAND THEFT: AUTO (& ATTEMPTED)	3	1	
GRAND THEFT: PROPERTY (& ATTEMPTED)	3	1	
HIT/RUN			
PAROLE HOLD			
POSSESSION OF STOLEN PROPERTY			
RESISTING/OBSTRUCTING			
SEXUAL BATTERY			
VANDALISM	1		
WARRANT (VERNON)	2		
WARRANT (OUTSIDE AGENCY)			
WEAPONS			
TOTAL FELONY ARRESTS	22	5	27

ADULT MISDEMEANOR ARRESTS AND DISPOSITIONS			
	MALE	FEMALE	TOTAL
ASSAULT			
CARRY LOADED FIREARM PERSON/VEH			
DISPLAY UNLAWFUL VEH REGISTRATION			
DRIVING WITH SUSPENDED LICENSE	1		
DRUNK IN PUBLIC			
DUI	4	1	
HIT/RUN			
MAIL THEFT			
OPERATE VEHICLE W/O INTERLOCK DEV	2	1	
PETTY THEFT	3		
POSSESSION OF NARCOTICS	10		
POSSESSION OF PARAPHERNALIA			
POSSESSION OF STOLEN PROPERTY			
POSSESSION OF SUBT SIMILAR TO TOLUENE			
RECKLESS DRIVING	2		
RESISTING/OBSTRUCTING	1		
SPEED CONTEST			
THREATS			
THROW SUBSTANCE AT VEHICLE			
TRESPASSING	10		
UNDETECTABLE FIREARM			
VANDALISM	2		
VIOLATE COURT ORDER	1		
WARRANT (OUTSIDE AGENCY)	1		
WARRANT (VERNON)			
TOTAL MISD. ARRESTS	37	2	39

JUVENILES DETAINED --- FELONY AND MISDEMEANOR			
	MALE	FEMALE	TOTAL
BURGLARY			0
CARRY LOADED FIREARM IN PUBLIC			0
ROBBERY			0
VANDALISM			0
WARRANT			0
TOTAL JUVENILES DET.	0	0	0

TOTAL FELONY ARRESTS (ADULT) TO DATE:	61
TOTAL MISDEMEANOR ARRESTS (ADULT) TO DATE:	86
TOTAL JUVENILES DETAINED (FELONY AND MISDEMEANOR) TO DATE:	0
TOTAL ARRESTS AND DETAINED JUVENILES (FELONY AND MISDEMEANOR) TO DATE:	0

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/01/2022

Jurisdiction: VERNON

Last Date: 05/01/2022

Call Number	Disp	Ten	Received	Caller										
		Code	Complaint	Address			Unit Time							
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp		
20220508494														
	RPT	05/01/2022	03:28:21	T-Mobile USA 888-662-4662 opt 4										
	1015	901T		DOWNEY RD // EXCHANGE AV, VERNON				Department VPD	OCA Number CR22-0712	RMS Juris CA0197300				
	VI													
	CITY													
				VPD	SALDANA,CARLO	*48	03:30:35	03:31:34	03:32:03		06:25:28			
				VPD	ARANA,ANDRE	38W		04:40:52	03:56:30		06:15:36			
				VPD	MACIEL,CYNTHIA	43E			05:28:56		05:51:17			
				VPD	CROSS,JEREMY	S3			03:32:12		04:40:42			
					USTOW	US TOW	04:45:47	04:46:13	05:12:51		06:15:43			
20220508518														
	RPT	05/01/2022	11:06:14											
		VCK		2099 E 27TH, VERNON				Department VPD	OCA Number CR22-0714	RMS Juris CA0197300				
				VPD	LUCAS,JASON	*22			11:06:14			12:09:41		
				VPD	MADRIGAL,ALFOI	41E		11:06:24	11:08:42		11:31:21			
				VPD	MANNINO,NICHOI	43W		11:06:23	11:12:33			12:09:41		
				VPD	REDONA,BRYAN/	44		11:10:54	11:15:30		11:59:08			
20220508519														
	VOID	05/01/2022	11:32:41											
	1098	10-6		4305 S SANTA FE AV, VERNON				Department VPD	OCA Number CR22-0713	RMS Juris CA0197300				
				VPD	MADRIGAL,ALFOI	*41E			11:32:41			12:03:20		
20220508521														
	RPT	05/01/2022	12:00:57											
	1015	PEDCK		2801 S SANTA FE AV, VERNON				Department VPD	OCA Number CR22-0715	RMS Juris CA0197300				
				VPD	REDONA,BRYAN/	*44			12:01:02			12:56:06		
				VPD	MADRIGAL,ALFOI	41E		12:26:49			12:27:31			
20220508534														
	VREC	05/01/2022	15:14:02											
		REC		4770 E 50TH, VERNON				Department VPD	OCA Number CR22-0716	RMS Juris CA0197300				
				VPD	MADRIGAL,ALFOI	*41E			15:14:03			17:05:09		

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/01/2022

Jurisdiction: VERNON

Last Date: 05/01/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508534														
	VREC		05/01/2022	15:14:02										
		REC			4770 E 50TH, VERNON									
				VPD	LUCAS,JASON	22		15:14:05		Department VPD	OCA Number CR22-0716	RMS Juris CA0197300		
													16:36:10	
20220508536														
	RPT		05/01/2022	15:40:49										
		GTAR			OVERHILL FARMS 2727 E VERNON AV, VERNON									
				VPD	MANNINO,NICHOI	*43W				Department VPD	OCA Number CR22-0717	RMS Juris CA0197300		17:02:39
										15:53:24				
20220508540														
	1015		05/01/2022	19:17:01										
	RPT		902T		TOLMASOFF FRUITLAND AV // SANTA FE AV, VERNON									
	VI													
	CITY													
				VPD		*31W		19:19:50	19:31:26					22:39:44
				VPD	MACIEL,CYNTHIA	32E		20:12:41	20:21:50				21:16:53	
				VPD		47		19:35:11	19:20:38				20:22:26	
					MR C TOW	MR C TOW	20:52:38	20:52:40	21:06:37				21:41:56	
20220508542														
	RPT		05/01/2022	19:45:26										
		20002			ERIC CASTELLANOS S ATLANTIC BL // BANDINI BL, VERNON									
				VPD	ESTRADA,IGNACI	*S2		19:48:53	19:57:27				20:14:12	
				VPD	MACIEL,CYNTHIA	32E		20:05:08	20:07:43				20:12:38	
20220508543														
	1015		05/01/2022	20:08:30										
		WARRANT			HPPD 6542 MILES, HUNTINGTON PARK									
				VPD		*47		20:22:29	20:31:36					21:31:43

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/02/2022

Jurisdiction: VERNON

Last Date: 05/02/2022

Call Number	Disp	Ten	Received	Caller										
		Code	Complaint	Address	Unit Time									
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp		
20220508599														
VI		05/02/2022	09:18:08											
		586		5000 PACIFIC BL, VERNON										
			VPD	CEDENO,RUTH	*2P8									
								09:18:09				11:23:17		
20220508601														
RPT		05/02/2022	09:32:03	INDIO PRODUCTS										
		459R		5100 S DISTRICT BL, VERNON										
			VPD	MANNINO,NICHOI	*43E	09:33:59	09:34:00	11:18:39			09:41:09	11:48:38		
20220508602														
RPT		05/02/2022	09:40:01											
VREC		REC		S SOTO // FRUITLAND AV, VERNON										
1098														
			VPD	MADRIGAL,ALFOI	*44E			09:41:18				13:34:42		
			VPD	MANNINO,NICHOI	43E		09:41:20	09:53:23			11:11:06			
			VPD	ESCOBEDO,ALEX	48W			09:47:27			11:11:02			
			VPD	SWINFORD,PHILL	5D32			09:52:01			11:12:13			
			VPD	OURIQUE,CARLO	5D35			09:52:03			11:12:15			
			VPD	LUCAS,JASON	XS			09:51:23			11:10:58			
20220508608														
RPT		05/02/2022	11:35:34	ANGUS CAMPBELL										
		SRMET		4417 S SOTO, VERNON										
			VPD	CERDA,EUGENIO	*MET1	11:39:53	11:39:54	11:49:14				15:37:08		
			VPD	GODOY,RAYMON	47W		11:43:50	11:47:17			12:43:33			
20220508634														
RPT		05/02/2022	16:45:42	I WOOD DESIGN										
		AGTAR		4425 E 49TH, VERNON										
			VPD	ESCOBEDO,ALEX	*48W		16:48:34	16:53:42				17:22:25		
			VPD	MANNINO,NICHOI	43E		16:59:53					17:22:24		
20220508650														

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

		First Date: 05/02/2022										
Jurisdiction: VERNON		Last Date: 05/02/2022										
Call Number	Disp	Ten	Received	Caller								
		Code	Complaint	Address		Unit Time						
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508650												
	RPT		05/02/2022	20:31:39	RAMP LOGISTICS							
		602		2825 S SANTA FE AV, VERNON				Department	OCA Number	RMS Juris		
			VPD	CERDA,PAUL,JR	*41	20:33:07	20:33:27	20:34:32	CR22-0726	CA0197300		
			VPD	MACIEL,CYNTHIA	43W		20:33:57	20:39:47		20:58:01		
			VPD	GAYTAN,LORENZ	S7			20:35:59		20:58:04		

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/03/2022

Jurisdiction: VERNON

Last Date: 05/03/2022

Call Number	Disp	Ten	Received	Caller								
		Code	Complaint	Address	Unit Time							
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508664												
1015		05/03/2022	01:02:59									
RPT		VCK		PACIFIC BL // SANTA FE AV, VERNON				Department VPD	OCA Number CR22-0727	RMS Juris CA0197300		
				VPD	GAYTAN,LORENZ	*S7		01:02:59				03:50:33
				VPD	CERDA,PAUL,JR	41		01:03:41			02:57:04	
				VPD	MACIEL,CYNTHIA	43W	01:03:06	01:05:38				03:50:32
20220508698												
1015		05/03/2022	11:03:41		ALEJANDRA FASHION INC							
RPT		VMCVIO		6152 S BOYLE AV, VERNON				Department VPD	OCA Number CR22-0728	RMS Juris CA0197300		
PAWC												
				VPD	GODOY,RAYMON	*48E	11:24:52	11:25:27	11:28:22			12:27:25
				VPD	LUCAS,JASON	22	11:24:54	11:25:28	11:38:54			12:27:24
				VPD	MADRIGAL,ALFOI	26W		11:58:45	12:09:19		12:02:55	12:27:25
				VPD	VASQUEZ,LUIS/G	44		11:56:00	11:58:56			12:27:25
20220508706												
RPT		05/03/2022	13:07:44		LINEAGE							
		GTAR		3211 E 44TH, VERNON				Department VPD	OCA Number CR22-0730	RMS Juris CA0197300		
				VPD	LUCAS,JASON	*22	13:10:03	13:18:26			14:46:26	
20220508708												
RPT		05/03/2022	13:28:44		T-Mobile USA 888-662-4662 opt 4							
		902T		3032 BANDINI BL, VERNON				Department VPD	OCA Number CR22-0729	RMS Juris CA0197300		
				VPD	VASQUEZ,LUIS/G	*44	13:31:50	13:38:48				14:24:13
20220508721												
RPT		05/03/2022	16:23:04		AMPM							
		484		3278 E SLAUSON AV, VERNON				Department VPD	OCA Number CR22-0731	RMS Juris CA0197300		
				VPD	GODOY,RAYMON	*48E	16:23:52		16:26:53		19:15:03	
				VPD	LUCAS,JASON	22		16:33:43	16:39:58		17:26:30	19:15:57
				VPD	MADRIGAL,ALFOI	26W	16:23:55	16:25:56	16:37:05		18:11:36	
20220508727												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/03/2022

Jurisdiction: VERNON

Last Date: 05/03/2022

Call Number	Disp	Ten	Received	Caller		Unit Time							
		Code	Complaint	Address		Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp	
		Dep	Officer	Unit									
20220508727													
	RPT		05/03/2022	17:58:36	J AND J SNACK FOODS								
			459R		5353 DOWNEY RD, VERNON								
				VPD	MADRIGAL,ALFOI	*26W		18:24:10	18:31:49				19:16:07

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/04/2022

Jurisdiction: VERNON

Last Date: 05/04/2022

Call Number	Disp	Ten	Received	Caller										
		Code	Complaint	Address	Unit Time									
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp		
20220508738														
VS		05/04/2022	00:53:18											
RPT		ASSISTFD		DOWNEY RD // 26TH, VERNON					Department VPD	OCA Number CR22-0733	RMS Juris CA0197300			
			VPD	CERDA,PAUL,JR	*44W	00:58:46	00:59:01	01:04:57				01:58:49		
			VPD	CERDA,EUGENIO	47E			01:35:15			01:55:08			
20220508757														
RPT		05/04/2022	09:36:33	EAST SHORE GARMENT										
		594R		2015 E 48TH, VERNON					Department VPD	OCA Number CR22-0734	RMS Juris CA0197300			
			VPD	ESCOBEDO,ALEX	*44W	10:05:08	10:05:09	10:11:00				10:30:03		
20220508759														
RPT		05/04/2022	10:14:49	PRICE DEPOT										
1015		459R		3259 E 46TH, VERNON					Department VPD	OCA Number CR22-0735	RMS Juris CA0197300			
VS														
			VPD	VASQUEZ,LUIS/G	*47	10:17:54	10:19:20	11:17:26			18:52:15			
			VPD	GENERA,ELISEO	2W45		13:02:41				15:08:35			
			VPD	GODOY,RAYMON	41E	10:17:57	10:19:12	11:17:18			13:18:23			
			VPD	ESCOBEDO,ALEX	44W	18:18:59	11:17:12	10:35:37			18:54:55			
			VPD	REYNA,JOSE S	5D23			11:29:31			12:10:23			
			VPD	SWINFORD,PHILL	5D32			12:33:56			14:13:34			
			VPD	RAMOS,JOSE	5D33		10:58:48				11:17:01			
			VPD	VELEZ,MARISSA	5D34			12:33:54			15:08:19			
			VPD	OURIQUE,CARLO	5D35		10:58:51				13:30:55			
			VPD	HERRERA,GUSTAF	L2		10:59:10				12:10:31			
			VPD	ESTRADA,IGNACI	S2			12:33:20			15:12:02			
			VPD	GAYTAN,LORENZ	S7			12:33:25			14:44:44			
20220508760														
VS		05/04/2022	10:28:11											
		TRAFFIC STOP		3560 E VERNON AV, VERNON										
			VPD	VASQUEZ,LUIS/G	*47			10:28:15			11:17:22			
			VPD	CEDENO,RUTH	2P8		12:36:10	13:01:13			13:28:45			
			VPD	GODOY,RAYMON	41E			10:30:59			15:28:06			
			VPD	ESCOBEDO,ALEX	44W			10:31:01			10:35:35			

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/04/2022

Jurisdiction: VERNON

Last Date: 05/04/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508760														
	VS		05/04/2022	10:28:11										
			TRAFFIC STOP		3560 E VERNON AV, VERNON									
				VPD	RAMOS,JOSE	5D33				11:17:04			12:43:12	
				VPD	VELEZ,MARISSA	5D34				12:36:06			13:18:33	
20220508762														
	RPT		05/04/2022	12:28:08	VERNON TRUCK WASH									
			594R		3308 BANDINI BL, VERNON									
				VPD	ESCOBEDO,ALEX	*44W		12:35:45		12:45:52				13:29:49
									Department	OCA Number		RMS Juris		
									VPD	CR22-0736		CA0197300		
20220508765														
	RPT		05/04/2022	14:23:48	PAPA CANTELLAS									
			484R		3341 E 50TH, VERNON									
				VPD	GAYTAN,LORENZ	*S7	14:44:48	14:44:48		14:46:49			14:47:41	
				VPD	ESCOBEDO,ALEX	44W				15:55:10				16:30:04
				VPD	HERRERA,GUSTAF	L2	14:58:41	14:58:42					15:10:42	

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/05/2022

Jurisdiction: VERNON

Last Date: 05/05/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508793												
	1015		05/05/2022	02:42:56								
	RPT		TRAFFIC STOP	SANTA FE // BELGRAVE, VERNON					Department VPD	OCA Number CR22-0738	RMS Juris CA0197300	
	VI											
				VPD LANDA,RAFAEL	*48W			02:42:56				03:48:38
				VPD HERNANDEZ,MIG	32W			02:44:27				03:48:38
20220508794												
	RPT		05/05/2022	03:23:31	MAKESPACE							
	VREC		GTAR	5275 S DISTRICT BL, VERNON					Department VPD	OCA Number CR22-0739	RMS Juris CA0197300	
	OR											
				VPD CERDA,EUGENIO	*47E	03:24:39	03:25:08	03:31:26			07:01:11	
				VPD HERNANDEZ,MIG	32W			03:48:42			06:18:16	
				VPD CERDA,PAUL,JR	44E	03:24:41	03:25:10	03:41:32			06:18:13	
20220508804												
	RPT		05/05/2022	08:20:20	SOUTHLAND PAPERBOX							
			902T	4201 FRUITLAND AV, VERNON					Department VPD	OCA Number CR22-0740	RMS Juris CA0197300	
				VPD CAM,PATRICK	*31E	08:22:30	08:22:54	08:39:49				09:25:59
20220508808												
	SUP		05/05/2022	08:53:15	VERNON POLICE DEPARTMENT							
			140	4305 S SANTA FE AV, VERNON								
				VPD ARANA,ANDRE	*38W	08:57:55	08:58:11	09:09:24				09:38:15
20220508810												
	1015		05/05/2022	09:25:07								
			DET	5333 DOWNEY RD, VERNON								
				VPD RAMOS,JOSE	*5D33			09:25:07				11:20:44
				VPD OURIQUE,CARLO	5D35			09:25:15				11:20:44
20220508811												
	RPT		05/05/2022	09:30:02	JOSE PEREZ							
			902T	S DISTRICT BL // ATLANTIC BL, VERNON					Department VPD	OCA Number CR22-0741	RMS Juris CA0197300	

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/05/2022

Jurisdiction: VERNON

Last Date: 05/05/2022

Call Number	Disp	Ten	Received	Caller										
		Code	Complaint	Address	Unit Time									
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp		
20220508811														
	RPT	05/05/2022	09:30:02	JOSE PEREZ										
		902T		S DISTRICT BL // ATLANTIC BL, VERNON										
			VPD	ARANA,ANDRE	*38W	09:38:26	09:39:02		Department VPD	OCA Number CR22-0741	RMS Juris CA0197300			
			VPD	CAM,PATRICK	31E	09:48:18	09:48:19	09:57:45				09:48:03		
												10:16:24		
20220508812														
	VS	05/05/2022	09:46:39	CONTINENTAL VITAMINS										
	RPT	586		4510 S BOYLE AV, VERNON					Department VPD	OCA Number CR22-0742	RMS Juris CA0197300			
			VPD	ARANA,ANDRE	*38W	09:49:34	09:49:57	09:57:22				11:20:11		
20220508818														
	RPT	05/05/2022	11:12:22	MIGUEL										
		902T		CHARTER AV // EXCHANGE AV, VERNON					Department VPD	OCA Number CR22-0743	RMS Juris CA0197300			
			VPD	CAM,PATRICK	*31E	11:13:08	11:14:04	11:25:38				12:14:16		
20220508832														
	RPT	05/05/2022	15:56:29	LINEAGE										
		20002R		2825 E 44TH, VERNON					Department VPD	OCA Number CR22-0744	RMS Juris CA0197300			
			VPD	CAM,PATRICK	*31E	15:58:41	15:59:23	16:02:06				16:19:48		
			VPD	VASQUEZ,LUIS/G	44		16:02:04	16:10:14				17:11:01		
			VPD	CROSS,JEREMY	S3			16:02:46				16:17:56		
20220508839														
	RPT	05/05/2022	17:42:29	VERNON CITY HOUSING										
		FOUND		4321 FURLONG PL, VERNON					Department VPD	OCA Number CR22-0745	RMS Juris CA0197300			
			VPD	ARANA,ANDRE	*38W	17:46:15	17:46:52	17:49:06				18:14:12		
			VPD	VASQUEZ,LUIS/G	44		17:46:55	17:47:56				18:14:12		
			VPD	CROSS,JEREMY	S3			17:48:54				18:14:12		
			VPD	GAYTAN,LORENZ	S7		17:47:46					17:48:56		
20220508861														
	RPT	05/05/2022	23:39:21											
	1015	PEDCK		E 25TH // ALAMEDA, VERNON					Department VPD	OCA Number CR22-0746	RMS Juris CA0197300			

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

<i>Jurisdiction:</i>		VERNON		<i>First Date:</i>		05/05/2022		<i>Last Date:</i>		05/05/2022		
<i>Call Number</i>	<i>Disp</i>	<i>Ten</i>	<i>Received</i>	<i>Caller</i>								
		<i>Code</i>	<i>Complaint</i>	<i>Address</i>		<i>Unit Time</i>						
			<i>Dep</i>	<i>Officer</i>	<i>Unit</i>	<i>Dispatch</i>	<i>Enroute</i>	<i>OnScene</i>	<i>Depart</i>	<i>Arrive</i>	<i>Remove</i>	<i>Comp</i>
20220508861												
	RPT		05/05/2022	23:39:21								
	1015		PEDCK	E 25TH // ALAMEDA, VERNON				<i>Department</i>	<i>OCA Number</i>	<i>RMS Juris</i>		
			VPD	LANDA,RAFAEL		*48		23:39:21	CR22-0746	CA0197300		00:11:17
* Denotes Primary Unit												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/06/2022

Jurisdiction: VERNON

Last Date: 05/06/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508865												
	RPT		05/06/2022	01:32:54								
		487R		5325 S SOTO, VERNON								
			VPD	CERDA,EUGENIO	*47W	01:35:19	01:35:20				01:35:58	
			VPD	HERNANDEZ,EDV	41		01:36:07	01:37:37			02:12:46	
20220508872												
	RPT		05/06/2022	04:46:24	VERIZON WIRELESS 1-800-451-5242							
	1015	901T		E DOWNEY RD // VERNON, VERNON								
	VI											
			VPD	NEWTON,TODD	*44E		04:49:21	04:49:30			05:55:12	
			VPD	HERNANDEZ,EDV	41			05:03:42				07:23:49
			VPD	CERDA,EUGENIO	47W			05:24:53			05:48:09	
			VPD	LANDA,RAFAEL	48			05:47:02			05:48:11	
20220508883												
	1015		05/06/2022	08:41:53								
		DET		3421 CUDAHY ST, HUNTINGTON PARK								
			VPD	RAMOS,JOSE	*5D33			08:41:53				11:30:50
			VPD	VELEZ,MARISSA	5D34			08:42:12				11:30:51
20220508891												
	RPT		05/06/2022	10:05:13	SEWING COLLECTION							
		MR60		3121 E 26TH, VERNON								
			VPD	ARANA,ANDRE	*32W	10:16:07	10:16:36	10:25:19			10:54:46	
			VPD	CAM,PATRICK	31E		10:29:19	10:31:34				11:17:17
20220508905												
	RPT		05/06/2022	15:28:45	JONATHAN GUTIERREZ							
		902T		BANDINI BL // DOWNEY RD, VERNON								
			VPD	VASQUEZ,LUIS/G	*44	15:30:24	15:31:51				15:35:39	
			VPD	CAM,PATRICK	31E		15:32:51	15:42:29				16:17:25
20220508911												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/06/2022

Jurisdiction: VERNON

Last Date: 05/06/2022

Call Number	Disp	Ten	Received	Caller		Unit Time									
				Code	Complaint	Address									
						Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508911															
1015			05/06/2022	19:27:37	T-Mobile USA 888-662-4662 opt 4										
RPT			647F		5741 S 1ST, VERNON										
				VPD	HERNANDEZ,EDV		*48W	19:29:46	19:30:22	19:38:06				20:27:11	
				VPD	SALDANA,CARLO		41E		19:40:51	19:42:20				23:18:44	
				VPD	NEWTON,TODD		47		19:40:13	19:42:06				20:27:08	
				VPD	LANDA,RAFAEL		XS		19:40:53	19:42:41				20:15:43	
20220508913															
RPT			05/06/2022	21:21:46	T-Mobile USA 888-662-4662 opt 4										
			594		E SLAUSON AV // ALCOA AV, VERNON										
				VPD	NEWTON,TODD		*47		21:23:14	21:25:31					22:09:51
				VPD	HERNANDEZ,EDV		48W		21:23:18	21:25:32					22:09:52
20220508919															
RPT			05/06/2022	23:15:59											
			902T		4423 HAWTHORNE, VERNON										
				VPD	HERNANDEZ,EDV		*48W	23:18:54	23:19:14	23:20:27					01:42:05

* Denotes Primary Unit

VERNON POLICE DEPARTMENT
Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/07/2022

Last Date: 05/07/2022

Call Number	Disp	Ten	Received	Caller	Code	Complaint	Address	Unit Time					
								Dep	Officer	Unit	Dispatch	Enroute	OnScene
20220508939													
VS			05/07/2022	10:26:25									
			VCK				2991 E 46TH, VERNON						
				VPD	CAM,PATRICK			*48			10:27:19		11:01:19
20220508943													
VREC			05/07/2022	12:30:08									
			REC				4523 E 50TH, VERNON						
				VPD	MANNINO,NICHOI			*47E			12:30:09		13:03:57
20220508944													
VS			05/07/2022	12:53:58			CHP #A18621						
RPT			240R				S DISTRICT BL // ATLANTIC BL, VERNON						
				VPD	CAM,PATRICK			*48	12:59:37	12:59:38	13:02:30		14:54:44
				VPD				44W			13:02:40		14:54:44
				VPD	MANNINO,NICHOI			47E			13:04:05		13:32:30
				VPD	LUCAS,JASON			XS		13:02:25			13:56:47
20220508953													
VS			05/07/2022	16:01:18			UNK						
			VCK				1945 E 55TH, VERNON						
				VPD	ARANA,ANDRE			*44W			16:01:18		16:40:18
20220508962													
RPT			05/07/2022	18:10:26			ADORO COSMETICS						
1015			594				2777 LEONIS BL, VERNON						
CITE													
				VPD	CAM,PATRICK			*48		18:11:53	18:13:27		19:20:43
				VPD	HERNANDEZ,EDV			31		18:41:31	18:49:00		19:41:36
				VPD	SALDANA,CARLO			32E		18:41:25	18:43:57		19:41:38
				VPD	HERNANDEZ,EDV			44W		18:22:24	18:26:03		19:41:40
				VPD	NEWTON,TODD			47		18:41:36	18:44:19		19:41:42
				VPD	MANNINO,NICHOI			47E		18:12:02	18:12:54		19:40:59
				VPD	LUCAS,JASON			XS		18:13:32	18:16:15		19:21:35

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

		<i>First Date:</i> 05/07/2022				<i>Last Date:</i> 05/07/2022									
<i>Jurisdiction:</i> VERNON															
<i>Call Number</i>	<i>Disp</i>	<i>Ten</i>	<i>Received</i>	<i>Caller</i>											
		<i>Code</i>	<i>Complaint</i>	<i>Address</i>		<i>Unit Time</i>									
		<i>Dep</i>	<i>Officer</i>	<i>Unit</i>		<i>Dispatch</i>	<i>Enroute</i>	<i>OnScene</i>	<i>Depart</i>	<i>Arrive</i>	<i>Remove</i>	<i>Comp</i>			
20220508977															
	VREC		05/07/2022	23:04:50	ENGINEERED APPLICATIONS										
	RPT		REC		4727 E 49TH, VERNON										
			VPD	SALDANA,CARLO	*32E										
			VPD	HERNANDEZ,EDV	31		00:15:26	23:04:50			00:36:33				
											00:16:13				

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/08/2022

Jurisdiction: VERNON

Last Date: 05/08/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220508993												
	RPT		05/08/2022	05:17:42								
	VI		TRAFFIC STOP	S SANTA FE AV // 25TH, VERNON								
				VPD FLORES,TERESA	*41W			05:17:42			06:10:36	
				VPD HERNANDEZ,EDV	31		05:17:52	05:22:52			06:10:39	
				VPD SALDANA,CARLO	32E		05:24:18	05:30:01			06:10:40	
				USTOW	US TOW	05:48:42	05:49:11	05:53:53			06:10:42	
20220509007												
	FI		05/08/2022	12:27:16								
	CITE		TRAFFIC STOP	E 26TH // SOTO, VERNON								
	SOW											
	VI											
				VPD MADRIGAL,ALFOI	*44			12:27:17			13:11:02	
				VPD ARANA,ANDRE	32W			12:27:18			13:10:59	
				VPD MANNINO,NICHOI	41E			12:53:19			13:11:00	
				MR C TOW	MR C TOW	12:47:54	12:48:33	13:00:10				13:22:55
20220509008												
	RPT		05/08/2022	13:19:05	NORMAN FOX CO							
			459A		5511 S BOYLE AV, VERNON							
				VPD MANNINO,NICHOI	*41E	13:20:30	13:20:53				13:21:18	
				VPD MADRIGAL,ALFOI	44	13:20:31	13:20:55	13:22:16				13:46:32
20220509020												
	RPT		05/08/2022	16:20:31	LA LIFT SERVICES							
			459A		4368 BANDINI BL, VERNON							
				VPD MANNINO,NICHOI	*41E	16:21:40	16:21:58	16:26:50			18:15:06	17:39:32
				VPD ARANA,ANDRE	32W	16:21:41	16:21:59	16:33:50			16:22:01	17:39:31
				VPD MADRIGAL,ALFOI	44		16:46:12	16:51:06				17:39:32
				VPD SANTOS,DANIEL	S1		16:46:14	17:00:22			17:39:12	
20220509021												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/08/2022

Jurisdiction: VERNON

Last Date: 05/08/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509021														
	VREC		05/08/2022	17:39:52										
		REC		INDUSTRIAL WAY // HOLABIRD AV, VERNON										
			VPD	SANTOS,DANIEL		*S1				17:39:52				18:15:54
			VPD	MADRIGAL,ALFOI		44		17:40:06						18:15:53
				USTOW		US TOW	17:41:44	17:42:20	18:04:49					18:15:54
20220509023														
	1015		05/08/2022	17:48:31										
	RPT	VCK		GRANDE VISTA AV // WASHINGTON BL, VERNON										
	VS													
			VPD	MADRIGAL,ALFOI		*44				17:48:34			18:49:19	
			VPD	ARANA,ANDRE		32W		17:55:56	17:58:38				18:33:49	
			VPD	MANNINO,NICHOL		41E			18:15:20				18:27:02	
				MR C TOW		MR C TOW	18:05:19	18:06:00	18:22:46				18:36:30	

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/09/2022

Jurisdiction: VERNON

Last Date: 05/09/2022

Call Number		Disp	Ten	Received	Caller		Unit Time						
			Code	Complaint	Address								
				Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509042													
	RPT		05/09/2022	00:37:23									
	VI	US TOW	TRAFFIC STOP		E 44TH // SOTO, VERNON					Department VPD	OCA Number CR22-0766	RMS Juris CA0197300	
	CITE												
				VPD	MACIEL,CYNTHIA	*48W			00:37:23				01:20:53
				VPD	NEWTON,TODD	44E		00:37:27	00:41:25				01:20:52
20220509045													
	RPT		05/09/2022	03:23:57	QX LOGISTICS								
			484		5685 ALCOA AV, VERNON					Department VPD	OCA Number CR22-0767	RMS Juris CA0197300	
				VPD	NEWTON,TODD	*44E	03:27:42	03:32:21					04:00:35
				VPD	MACIEL,CYNTHIA	48W	03:27:44					03:36:38	
20220509060													
	RPT		05/09/2022	05:53:09	JAVIER								
	CITE		902T		EXCHANGE AV // DOWNEY RD, VERNON					Department VPD	OCA Number CR22-0768	RMS Juris CA0197300	
				VPD	SALDANA,CARLO	*47	05:56:23					05:57:00	
				VPD	NEWTON,TODD	44E	05:56:45	06:00:09					06:30:58
				VPD	MACIEL,CYNTHIA	48W	05:58:38	06:06:37					06:30:58
20220509079													
	RPT		05/09/2022	07:42:44									
			UNATTACHEDTR		2043 ROSS, VERNON					Department VPD	OCA Number CR22-0769	RMS Juris CA0197300	
				VPD	CEDENO,RUTH	*2P8			07:42:44				10:01:35
20220509091													
	RPT		05/09/2022	09:43:59	DASH 4 BREAKS PRODUCTS								
			487R		2750 S ALAMEDA, VERNON					Department VPD	OCA Number CR22-0770	RMS Juris CA0197300	
				VPD	MADRIGAL,ALFOI	*41W	09:50:38	09:57:33					10:23:48
20220509092													
	RPT		05/09/2022	09:51:59	SQUARE H BRANDS								
			484R		2731 S SOTO, VERNON					Department VPD	OCA Number CR22-0771	RMS Juris CA0197300	
				VPD	GODOY,RAYMON	*44E	10:06:31	10:14:40					10:30:55

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/09/2022

Jurisdiction: VERNON

Last Date: 05/09/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509092												
	RPT	05/09/2022	09:51:59	SQUARE H BRANDS								
		484R		2731 S SOTO, VERNON								
			VPD	MADRIGAL,ALFOI	41W							
								10:23:55				10:30:55
20220509095												
	RPT	05/09/2022	10:22:21	HP TIRES								
		GTAR		4720 E DISTRICT BL, VERNON								
			VPD	MADRIGAL,ALFOI	*41W		10:31:02	10:36:35				11:36:54
20220509098												
	REPO	05/09/2022	11:11:51	UNK								
		REPO		5525 S SOTO, VERNON								
			VPD	RECORDS BUREAU	*recd							
								11:44:26				11:44:58
20220509107												
	RPT	05/09/2022	12:35:56									
	1015	PEDCK		E VERNON AV // SEVILLE AV, VERNON								
			VPD	MADRIGAL,ALFOI	*41W			12:35:56			13:00:36	
			VPD	MANNINO,NICHOL	32		12:37:31	12:40:40			12:40:51	
			VPD	GODOY,RAYMON	44E		12:36:00	12:40:58			12:43:00	
			VPD	ENCINAS,ANTHONY	5D31			12:43:21				15:41:15
			VPD	SWINFORD,PHILL	5D32			12:43:21				15:41:15
			VPD	OURIQUE,CARLO	5D35			12:43:22				15:41:16
			VPD	CERDA,EUGENIO	MET1		13:01:18	13:07:54			13:22:57	
			VPD	CROSS,JEREMY	S3			12:37:16			12:42:55	
20220509111												
	RPT	05/09/2022	13:08:20									
		PEDCK		S SOTO // LEONIS BL, VERNON								
			VPD	MADRIGAL,ALFOI	*41W			13:08:31				14:29:26
			VPD	LUCAS,JASON	22		13:09:15	13:20:28			14:09:23	
			VPD	MANNINO,NICHOL	32		13:09:31	13:10:06			13:56:06	
			VPD	GODOY,RAYMON	44E		13:08:38	13:08:55			14:09:21	

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/09/2022

Jurisdiction: VERNON

Last Date: 05/09/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509111														
	RPT		05/09/2022	13:08:20										
		PEDCK			S SOTO // LEONIS BL, VERNON									
			VPD	CERDA,EUGENIO		MET1		13:22:57					14:09:16	
			VPD	CROSS,JEREMY		S3		13:09:07	13:15:17				14:09:19	
20220509115														
	RPT		05/09/2022	14:20:49		JETRO								
		594R			2300 E 57TH, VERNON									
			VPD	LUCAS,JASON		*22		14:22:28						15:08:53
			VPD	MADRIGAL,ALFOI		41W			14:41:03					15:08:53
20220509122														
	RPT		05/09/2022	16:01:12		LA DESIGN								
		GTAR			4515 E 48TH, VERNON									
			VPD	GODOY,RAYMON		*44E		16:02:52	16:12:42					16:59:40

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/10/2022

Jurisdiction: VERNON

Last Date: 05/10/2022

Call Number	Disp	Ten	Received	Caller		Unit Time						
				Code	Complaint	Address						
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509170												
	RPT		05/10/2022	07:50:34								
		902T			E VERNON AV // ALAMEDA, VERNON							
			VPD	GODOY,RAYMON	*32W			07:53:13				08:23:45
			VPD	LUCAS,JASON	22		07:53:20				08:02:45	
20220509171												
	RPT		05/10/2022	07:54:50								
	OR		901TR		KAHALA S SANTA FE AV // 53D, VERNON							
			VPD	MADRIGAL,ALFOI	*41E		07:56:45	08:03:28				09:02:21
20220509174												
	RPT		05/10/2022	08:52:19								
		594R			LAM SHENG 3390 E SLAUSON AV, VERNON							
			VPD	LUCAS,JASON	*22	08:54:09	08:54:23	09:06:35				09:54:29
			VPD	MADRIGAL,ALFOI	41E			09:08:10			09:48:48	
20220509181												
	RPT		05/10/2022	11:59:33								
	VS		901T		T-Mobile USA 888-662-4662 opt 4 E DISTRICT BL // LOMA VISTA AV, VERNON							
			VPD	MADRIGAL,ALFOI	*41E		11:59:55	12:02:31			12:54:43	
			VPD	LUCAS,JASON	22		12:00:17	12:06:45			12:54:47	
20220509198												
	RPT		05/10/2022	18:58:21								
	OR		901TR		BENJAMIN 4713 E DISTRICT BL, VERNON							
			VPD		*41E	19:00:01	19:00:19	19:08:33				19:56:54

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/11/2022

Jurisdiction: VERNON

Last Date: 05/11/2022

Call Number	Disp	Ten	Received	Caller	Code	Complaint	Address	Unit Time				
								Dep	Officer	Unit	Dispatch	Enroute
20220509218												
	RPT		05/11/2022	02:57:27								
		PEDCK					LEONIS BL // SEVILLE AV, VERNON					
			VPD	GAYTAN,LORENZ		*S7				02:57:27		04:04:14
			VPD	CERDA,PAUL,JR		44				02:58:08		04:04:13
20220509219												
	RPT		05/11/2022	03:08:37			LAM SHENG KEE WEST COAST					
		459A					3390 E SLAUSON AV, VERNON					
			VPD	HERNANDEZ,MIG		*41E	03:09:56	03:10:14	03:12:13			04:01:54
			VPD	CERDA,EUGENIO		47W		03:11:37	03:17:59			04:01:54
20220509228												
	RPT		05/11/2022	06:17:41			MGS					
		FOUND					2800 S SOTO, VERNON					
			VPD	CERDA,EUGENIO		*47W	06:20:47	06:20:48	06:53:28		07:05:20	
20220509239												
	RPT		05/11/2022	09:05:25			LMR INC					
		902T					4400 PACIFIC BL, VERNON					
			VPD	VASQUEZ,LUIS/G		*40	09:08:12	09:08:59	09:43:16			10:34:29
20220509249												
	VOID		05/11/2022	13:47:35			ADM FLOORING					
		20002R					3340 LEONIS BL, VERNON					
			VPD	ESCOBEDO,ALEX		*44E	13:50:58	13:51:00	13:51:02			14:46:00
20220509256												
	RPT		05/11/2022	18:11:36			LAPD					
		902T					E 28TH // SANTA FE AV, VERNON					
			VPD	GODOY,RAYMON		*32W	18:13:45	18:13:59	18:15:04			18:59:57
			VPD	VASQUEZ,LUIS/G		40		18:15:01	18:32:32		18:55:35	
20220509259												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/11/2022

Jurisdiction: VERNON

Last Date: 05/11/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509259														
	VI		05/11/2022	19:37:43	BADGER									
	CITE		925		3032 BANDINI BL, VERNON					Department VPD	OCA Number CR22-0789	RMS Juris CA0197300		
	RPT													
				VPD	HERNANDEZ,MIG	*40E	19:43:25	19:44:08	19:44:12					20:29:17
				VPD	LANDA,RAFAEL	41E	19:43:26	19:48:32					19:50:51	
				VPD	CERDA,PAUL,JR	44W		19:50:49	19:51:52					20:29:17
				VPD	CERDA,EUGENIO	47W		19:50:47	19:57:41					20:29:17
20220509272														
	VREC		05/11/2022	22:51:58										
			LOCATE		2465 23RD, LOS ANGELES									
				VPD	RECORDS BUREAU	*RECD				22:53:37				23:08:45

* Denotes Primary Unit

VERNON POLICE DEPARTMENT
Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/12/2022

Last Date: 05/12/2022

Call Number	Disp	Ten	Received	Caller								
		Code	Complaint	Address	Unit Time							
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509276												
1015		05/12/2022	00:02:28									
RPT		PEDCK		CHARTER AV // DOWNEY RD, VERNON					Department VPD	OCA Number CR22-0790	RMS Juris CA0197300	
				VPD	LANDA,RAFAEL	*41E			00:02:28			00:53:41
				VPD	CERDA,PAUL,JR	44W		00:02:54			00:03:21	
				VPD	CERDA,EUGENIO	47W	00:02:37	00:02:38			00:02:56	
				VPD	GAYTAN,LORENZ	S7		00:03:15	00:04:04			00:53:41
20220509296												
RPT		05/12/2022	07:47:57	HAMIL METALLIC								
		476R		4410 E DISTRICT BL, VERNON					Department VPD	OCA Number CR22-0791	RMS Juris CA0197300	
				VPD	CAM,PATRICK	*41	07:54:54	08:04:44	08:04:46			08:41:29
20220509302												
RPT		05/12/2022	10:00:48	SUSI YBARRA								
		WELCK		2328 E VERNON AV, VERNON					Department VPD	OCA Number CR22-0792	RMS Juris CA0197300	
				VPD	VELEZ,MARISSA	*5D34			10:03:22		10:29:54	
				VPD	CAM,PATRICK	41			10:05:11		10:45:27	
				VPD	REDONA,BRYAN/	44E			10:03:36		10:47:28	
				VPD	VASQUEZ,LUIS/G	47W			10:04:17		10:43:54	
				VPD	OURIQUE,CARLO	5D35			10:03:25		10:29:57	
20220509303												
RPT		05/12/2022	10:40:32	K & M MEAT								
		20002R		2443 E 27TH, VERNON					Department VPD	OCA Number CR22-0793	RMS Juris CA0197300	
				VPD	VASQUEZ,LUIS/G	*47W	10:43:56	10:45:24	10:48:50			12:51:34
20220509305												
RPT		05/12/2022	13:24:40									
VS		VCK		2957 E 46TH, VERNON					Department VPD	OCA Number CR22-0794	RMS Juris CA0197300	
CITE												
				VPD	HERRERA,GUSTAF	*L2			13:24:40		14:59:14	
				VPD	CAM,PATRICK	41	13:30:18	13:30:19	13:36:58		14:59:04	
					MR C TOW	MR C TOW	13:31:14	13:31:16	13:55:35			15:36:34

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/12/2022

Jurisdiction: VERNON

Last Date: 05/12/2022

Call Number	Disp	Ten	Received	Caller		Unit Time									
		Code	Complaint	Address		Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509306															
	RPT		05/12/2022	13:46:05	PUNCH PRESS										
		459R			1916 E 51ST, VERNON										
				VPD	VASQUEZ,LUIS/G			*47W	13:48:32	13:49:08	14:04:09				15:04:01
20220509311															
	RPT		05/12/2022	16:02:30	COMAN										
		240R			3305 E VERNON AV, VERNON										
				VPD	CAM,PATRICK			*41		16:06:51	16:18:48				18:47:19
20220509319															
	RPT		05/12/2022	19:05:10	VERNON POLICE DEPARTMENT										
		ID THEFT RPT			4305 S SANTA FE AV, VERNON										
				VPD				*44W			19:18:23				20:03:51
20220509323															
	RPT		05/12/2022	21:08:17											
		DPTAST			8956 TOPE AVE, SOUTHGATE										
				VPD	HERNANDEZ,EDV			*40			21:08:22				21:08:54

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/13/2022

Jurisdiction: VERNON

Last Date: 05/13/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509336												
	RPT	05/13/2022	03:08:35	FARHAN								
	1015	925		2916 S SANTA FE AV, VERNON								
	VI											
			VPD	NEWTON,TODD	*44W		03:09:45	03:12:48				04:23:07
			VPD	LANDA,RAFAEL	41		03:09:46	03:15:25				04:23:07
			VPD	CERDA,EUGENIO	47E			03:13:51				04:23:07
			VPD	ONOPA,DANIEL	S5		03:10:57	03:18:33			03:58:16	
				USTOW	US TOW	03:53:34	03:54:12	04:08:30				04:23:08
20220509337												
	RPT	05/13/2022	03:23:39									
	1015	DPTAST		9617 MADISON AVE, VERNON								
			VPD	HERNANDEZ,EDV	*40			03:23:42			04:08:35	
			VPD	CERDA,PAUL,JR	32		05:41:18	05:47:17				07:00:22
20220509349												
	RPT	05/13/2022	07:51:26									
		901T		2263 E VERNON AV, VERNON								
			VPD	CAM,PATRICK	*41W	07:52:11	07:52:12	07:52:27			08:47:33	
			VPD	ARANA,ANDRE	32E		07:55:43	08:01:44			08:37:03	
			VPD	REDONA,BRYAN/	44E			07:53:34			08:41:46	
			VPD	VASQUEZ,LUIS/G	47W		07:53:31	07:53:30			09:34:01	
			VPD	VELEZ,MARISSA	5D34			08:20:43			08:35:32	
				MR C TOW	MR C TOW	08:06:53	08:06:53	08:23:52				09:47:07
20220509354												
	RPT	05/13/2022	09:28:57									
		901TR		S DISTRICT BL // ATLANTIC BL, VERNON								
			VPD	REDONA,BRYAN/	*44E	09:29:31	09:30:00	09:34:27			10:12:20	
			VPD	ARANA,ANDRE	32E		09:31:00	09:46:29			10:12:05	
20220509366												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/13/2022

Jurisdiction: VERNON

Last Date: 05/13/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509366														
	RPT	05/13/2022	12:51:02	LIZETTE										
		902T		E 37TH // SANTA FE AV, VERNON										
			VPD	VASQUEZ,LUIS/G		*47W	12:52:13	12:52:59						13:27:26
									Department	OCA Number	RMS Juris			
									VPD	CR22-0804	CA0197300			
20220509372														
	RPT	05/13/2022	14:45:27											
		594R		3030 S ATLANTIC BL, VERNON										
			VPD	ARANA,ANDRE		*32E	14:49:10	14:49:11	14:50:48				15:34:18	
			VPD	REDONA,BRYAN/		44E		14:49:28					15:27:43	
			VPD	VASQUEZ,LUIS/G		47W		15:09:41					15:29:34	
20220509379														
	RPT	05/13/2022	20:13:00	JETRO CASH										
		261R		2300 E 57TH, VERNON										
			VPD	MADRIGAL,ALFOI		*32W		20:23:00					20:36:34	
			VPD			47		20:23:10	20:36:44					21:55:49

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/14/2022

Jurisdiction: VERNON

Last Date: 05/14/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509388														
	RPT	05/14/2022	01:05:05	ASHLEY										
	VI	902T		CHAMBERS // PACIFIC BL, VERNON										
	CITE													
			VPD	MADRIGAL,ALFOI		*32W			01:08:25	01:09:52				01:51:29
			VPD	NEWTON,TODD		44E			01:08:28	01:11:48				01:51:29
				MR C TOW		MR C TOW	01:32:01		01:32:58	01:45:10				01:51:30
20220509399														
	VS	05/14/2022	07:14:12	BENS GENERAL STORE										
		586		5218 S SANTA FE AV, VERNON										
			VPD			*32W	07:18:40		07:18:40	07:32:14			08:05:06	
				USTOW		US TOW	07:35:22		07:35:45	07:48:05				08:54:48
20220509417														
	VREC	05/14/2022	13:18:33	UNK										
		LOCATE		857 W 81ST ST, LOS ANGELES										
			VPD	RECORDS BUREAU		*RECD				13:26:00				15:23:13
20220509420														
	RPT	05/14/2022	13:51:18	WINIX AMERICA										
		459A		4224 E DISTRICT BL, VERNON										
			VPD	MANNINO,NICHOI		*40E	13:54:01		13:54:01	14:00:25				15:42:16
			VPD	ARANA,ANDRE		32W			13:59:18	14:05:34			15:38:47	
			VPD	REDONA,BRYAN/		44				14:14:49				15:42:17
			VPD	CAM,PATRICK		47			14:07:41	14:15:16			15:23:02	
20220509427														
	RPT	05/14/2022	16:26:12	AMPM										
		20001		3278 E SLAUSON AV, VERNON										
			VPD	MANNINO,NICHOI		*40E	16:27:55		16:28:26	16:30:10			16:59:40	
			VPD	REDONA,BRYAN/		44			16:29:17	16:32:17				17:28:20
			VPD	CAM,PATRICK		47	16:27:57		16:28:27	16:30:11				17:28:20

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/14/2022

Jurisdiction: VERNON

Last Date: 05/14/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509428														
	CITE		05/14/2022	16:57:02										
	RPT		902TR		E SLAUSON AV // ALCOA AV, VERNON									
				VPD	MANNINO,NICHOI	*40E								
									16:59:44					17:20:39
20220509439														
	CITE		05/14/2022	20:50:54	ZETINOS TRANSPORT INC									
	VI		TRAFFIC STOP		2909 LEONIS BL, VERNON									
	RPT													
				VPD	FLORES,TERESA	*32E				20:50:54				21:54:14
				VPD	HERNANDEZ,EDV	47		20:58:29		21:07:23			21:40:10	
					MR C TOW	MR C TOW	21:29:54	21:29:56		21:38:47				21:54:14
20220509445														
	1015		05/14/2022	22:28:55	FIVEFOUR GROUP									
	RPT		PEDCK		5990 MALBURG WY, VERNON									
				VPD	FLORES,TERESA	*32E				22:28:55				23:11:49
				VPD	HERNANDEZ,EDV	47		22:29:07						23:11:50
				VPD	GAYTAN,LORENZ	S7				22:31:59				23:11:50
20220509448														
	RPT		05/14/2022	23:27:42	SAMANTHA MURPHY									
			261R		LEONIS BL // SOTO, VERNON									
				VPD	FLORES,TERESA	*32E		23:30:39		23:39:54			00:20:31	
				VPD	HERNANDEZ,EDV	47		23:30:41		23:35:38			23:54:17	

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/15/2022

Jurisdiction: VERNON

Last Date: 05/15/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509456												
	1015		05/15/2022	01:35:45								
	RPT		TRAFFIC STOP	5041 S SANTA FE AV, VERNON								
	VI											
			VPD	SALDANA,CARLO	*44W			01:35:45			04:23:02	
			VPD	FLORES,TERESA	32E		02:37:14				03:02:35	
			VPD	HERNANDEZ,EDV	47		01:48:50	01:49:23			03:02:41	
				USTOW	US TOW	02:42:54	02:43:22	02:53:23			03:53:23	
20220509488												
	1015		05/15/2022	12:48:05								
	RPT		PATCK	MALBURG WY // SLAUSON AV, VERNON								
			VPD	MANNINO,NICHOI	*40W			12:48:05				13:38:54
			VPD	LUCAS,JASON	22			12:48:08				13:38:54
			VPD	ARANA,ANDRE	32			12:55:45				13:38:54
			VPD	MADRIGAL,ALFOI	41E			12:48:10				13:38:55
20220509511												
	RPT		05/15/2022	20:24:09								
	VI		TRAFFIC STOP	S SANTA FE AV // VERNON AV, VERNON								
			VPD	FLORES,TERESA	*32W			20:24:09				21:25:21
			VPD	HERNANDEZ,MIG	44		20:24:37	20:26:14			21:19:31	
				MR C TOW	MR C TOW	20:49:36	20:50:05	21:12:10				21:25:21
20220509517												
	VI		05/15/2022	21:16:09	UNKNOWN NAME							
	RPT		RECKLESS DRV	E 45TH // SEVILLE AV, VERNON								
	1015											
			VPD	MACIEL,CYNTHIA	*40E	21:25:33	21:19:54	21:20:17				22:39:40
			VPD	FLORES,TERESA	32W		21:25:46	21:32:02			22:20:29	
			VPD	SALDANA,CARLO	41	21:25:33	21:20:00	21:22:10			22:20:38	21:25:01
			VPD	HERNANDEZ,MIG	44	21:25:34	21:20:03	21:21:45			22:33:40	21:25:01
			VPD	GAYTAN,LORENZ	S7			21:39:38				22:39:40

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/16/2022

Jurisdiction: VERNON

Last Date: 05/16/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509529												
	1015		05/16/2022	02:01:31								
	RPT		TRAFFIC STOP	E VERNON AV // SANTA FE AV, VERNON								
			VPD	FLORES,TERESA	*32W			02:01:31				02:58:57
			VPD	SALDANA,CARLO	41		02:14:58	02:15:15				02:58:57
20220509543												
	RPT		05/16/2022	05:52:43	MAKESPACE							
			459R	5275 S DISTRICT BL, VERNON								
			VPD	MACIEL,CYNTHIA	*40E		06:02:50	06:08:56				06:58:27
20220509550												
	VREC		05/16/2022	07:13:47	ELI CITY CREW							
			REC	SIERRA PINE AV // 26TH, VERNON								
			VPD	GODOY,RAYMON	*47E		07:14:37	07:17:55			08:05:39	
			VPD	CEDENO,RUTH	2P8		07:25:55	07:41:52				08:06:42
			VPD	MADRIGAL,ALFOI	41W			07:18:16			07:23:03	
				USTOW	US TOW	07:21:49	07:22:38	07:41:40				08:06:43
20220509556												
	RPT		05/16/2022	08:18:39	PROJECT ONE APPAREL							
			487R	2910 S ALAMEDA, VERNON								
			VPD	MADRIGAL,ALFOI	*41W	08:20:38	08:21:12	08:39:04				09:24:26
20220509557												
	RPT		05/16/2022	08:21:18	HOME CRUSH							
			459R	2209 E 27TH, VERNON								
			VPD	MANNINO,NICHOI	*44	08:23:45	08:24:13	08:36:32				10:38:08
			VPD	GODOY,RAYMON	47E	08:23:47	08:24:16	08:36:32			09:02:53	
20220509559												
	RPT		05/16/2022	08:34:25	APPLETON INDUSTRIES							
			487R	2105 E 37TH, VERNON								
	</											

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/16/2022

Jurisdiction: VERNON

Last Date: 05/16/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509559												
	RPT	05/16/2022	08:34:25	APPLETON INDUSTRIES								
		487R		2105 E 37TH, VERNON								
			VPD	GODOY,RAYMON	*47E		09:02:53	09:07:20				09:30:14
								Department	OCA Number	RMS Juris		
								VPD	CR22-0826	CA0197300		
20220509583												
	RPT	05/16/2022	13:15:31	SYTEX								
		GTAR		6074 MALBURG WY, VERNON								
			VPD	GODOY,RAYMON	*47E	13:22:55	13:23:26	13:29:21				15:43:25
								Department	OCA Number	RMS Juris		
								VPD	CR22-0827	CA0197300		
20220509591												
	RPT	05/16/2022	16:11:49	T-Mobile USA 888-662-4662 opt 4								
		901T		S SANTA FE AV // 26TH, VERNON								
			VPD	MADRIGAL,ALFOI	*41W	16:12:00	16:13:02	16:16:18				17:01:10
			VPD	MANNINO,NICHOI	44		16:18:08	16:25:10			16:52:41	
			VPD	GODOY,RAYMON	47E		16:12:41	16:15:42			16:58:58	
				MR C TOW	MR C TOW	16:22:44	16:22:48	16:44:36				17:01:10
20220509606												
	RPT	05/16/2022	19:54:41									
	1015	TRAFFIC STOP		E 26TH // SOTO, VERNON								
	CITE											
	VI											
			VPD	FLORES,TERESA	*41			19:54:41				21:23:59
			VPD	HERNANDEZ,MIG	44E			20:25:22			20:51:26	
			VPD	MACIEL,CYNTHIA	47W		19:55:17	19:58:34			20:51:23	
				USTOW	US TOW	20:26:19	20:26:21	20:34:26			20:55:09	
20220509619												
	RPT	05/16/2022	22:20:04									
	CITE	TRAFFIC STOP		4825 E DISTRICT BL, VERNON								
	1015											
			VPD	HERNANDEZ,MIG	*44E			22:20:04				22:56:20
			VPD	FLORES,TERESA	41		22:21:20	22:26:29				22:56:19

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

<i>Jurisdiction:</i>		VERNON		<i>First Date:</i>		05/17/2022		<i>Last Date:</i>		05/17/2022		
<i>Call Number</i>	<i>Disp</i>	<i>Ten</i>	<i>Received</i>	<i>Caller</i>								
		<i>Code</i>	<i>Complaint</i>	<i>Address</i>		<i>Unit Time</i>						
			<i>Dep</i>	<i>Officer</i>	<i>Unit</i>	<i>Dispatch</i>	<i>Enroute</i>	<i>OnScene</i>	<i>Depart</i>	<i>Arrive</i>	<i>Remove</i>	<i>Comp</i>
20220509683												
	RPT		05/17/2022	20:05:10	DAVID							
		20002R			EVERETT AV // 49TH, VERNON			<i>Department</i>	<i>OCA Number</i>	<i>RMS Juris</i>		
				VPD	HERNANDEZ,MIG	*26E	20:40:06	20:43:55	CR22-0831	CA0197300	21:23:05	
20220509684												
	VREC		05/17/2022	20:30:41	LASO EAST LA							
		LOCATE			6027 WHITTER BLVD, LOS ANGELES							

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/18/2022

Jurisdiction: VERNON

Last Date: 05/18/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509691												
	VREC	05/18/2022	03:13:49	JAVIER								
	RPT	REC		E 26TH // HARRIETT, VERNON								
	VOID											
			VPD	CERDA,PAUL,JR	*44W	03:15:45	03:16:33	03:21:36			04:31:50	
			VPD	HERNANDEZ,MIG	26E		03:16:44	03:32:36			03:51:35	
20220509729												
	VREC	05/18/2022	15:57:40									
		REC		3655 S SOTO, VERNON								
			VPD	MANNINO,NICHOL	*40E			15:57:40				16:30:21
			VPD	ESCOBEDO,ALEX	41W		15:58:13	16:00:29				16:30:21
			VPD	CROSS,JEREMY	S3			16:01:22				16:30:22
20220509742												
	VREC	05/18/2022	21:29:11									
		REC		S SOTO // WASHINGTON BL, VERNON								
			VPD	LANDA,RAFAEL	*47E			21:29:11				22:14:36
			VPD	CERDA,PAUL,JR	44W			21:35:35		21:53:23		
20220509743												
	RPT	05/18/2022	22:19:05	TRIPLE BARGAINS WHOLESale								
		GTAR		4293 BANDINI BL, VERNON								
			VPD	LANDA,RAFAEL	*47E			22:23:17				23:03:15
20220509745												
	RPT	05/18/2022	23:35:41	FARHAN ENTERPRISES								
	1015	925		2916 S SANTA FE AV, VERNON								
	CITE											
	SGPD											
			VPD	CERDA,EUGENIO	*41W	23:37:45	23:38:49	23:41:06				01:00:37
			VPD	CERDA,PAUL,JR	44W	23:37:47	23:38:47	23:41:28				01:00:37

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/19/2022

Jurisdiction: VERNON

Last Date: 05/19/2022

Call Number	Disp	Ten	Received	Caller								
		Code	Complaint	Address	Unit Time							
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509750												
	RPT	05/19/2022	00:49:59	WELLS FARGO BANK								
	1015	459R		4580 PACIFIC BL, VERNON					Department VPD	OCA Number CR22-0838	RMS Juris CA0197300	
			VPD	HERNANDEZ,MIG	*40E	00:51:22	00:52:15	00:53:49			02:48:40	
			VPD	CERDA,EUGENIO	41W			01:48:39			03:00:47	
			VPD	CERDA,PAUL,JR	44W			01:20:33			03:19:16	
			VPD	LANDA,RAFAEL	47E	00:51:24	00:52:17	00:54:52			02:48:27	
			VPD	ONOPA,DANIEL	S5			01:30:26			02:52:52	
20220509754												
	RPT	05/19/2022	03:46:44	NEPTUNE FOODS								
		242R		4510 S ALAMEDA, VERNON					Department VPD	OCA Number CR22-0839	RMS Juris CA0197300	
			VPD	LANDA,RAFAEL	*47E	03:49:15	03:49:16	03:54:52			04:41:11	
20220509755												
	VREC	05/19/2022	04:10:27	OVERHILL FARMS								
		REC		2727 E VERNON AV, VERNON					Department VPD	OCA Number CR22-0840	RMS Juris CA0197300	
			VPD	CERDA,PAUL,JR	*44W	04:13:15	04:49:39	04:48:59			05:43:12	
			VPD	HERNANDEZ,MIG	40E	04:14:05	04:14:39	04:16:40			05:31:47	
20220509757												
	RPT	05/19/2022	05:29:06	ANA NAVA								
	VI	902T		DOWNEY RD // DISTRICT BL, VERNON					Department VPD	OCA Number CR22-0841	RMS Juris CA0197300	
	CITE											
			VPD	HERNANDEZ,MIG	*40E	05:31:49	05:35:28	05:35:28			06:26:52	
			VPD	LANDA,RAFAEL	47E			06:02:36				06:41:30
20220509764												
	RPT	05/19/2022	06:53:54	T-Mobile USA 888-662-4662 opt 4								
		902T		DOWNEY RD // DISTRICT BL, VERNON					Department VPD	OCA Number CR22-0842	RMS Juris CA0197300	
			VPD	REDONA,BRYAN/	*40E		07:11:51	07:15:27				08:00:43
20220509774												

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/19/2022

Jurisdiction: VERNON

Last Date: 05/19/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509774														
	RPT		05/19/2022	09:11:02	TOPNET INC									
			AGTAR		2965 E VERNON AV, VERNON									
				VPD	VASQUEZ,LUIS/G	*32W	09:14:37	09:14:40	09:17:18			09:45:20		
20220509803														
	RPT		05/19/2022	14:10:54	EILEEN									
			594R		4305 S SANTA FE AV, VERNON									
				VPD	VASQUEZ,LUIS/G	*32W			14:13:22			14:55:05		
				VPD	REDONA,BRYAN/	40E		14:54:08						14:56:20
				VPD	CAM,PATRICK	47		14:54:58						14:56:20
20220509831														
	RPT		05/19/2022	22:46:54	T-Mobile USA 888-662-4662 opt 4									
	OR		901T		BANDINI BL // BONNIE BEACH PL, VERNON									
				VPD	Technology,Inform.	*44E	22:47:46	22:52:16						00:07:40
				VPD	LANDA,RAFAEL	47	22:52:26	22:57:21						00:07:40

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/20/2022

Jurisdiction: VERNON

Last Date: 05/20/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509849														
	RPT	05/20/2022	06:58:56	TROEM										
		487R		5275 S DISTRICT BL, VERNON										
			VPD			*44E	07:01:29	07:01:30	07:16:37					09:16:44
			VPD	REDONA,BRYAN/		32W			08:36:36			08:55:28		
20220509863														
	RPT	05/20/2022	11:42:43	WIMATEX INC										
		459R		5801 S 2ND, VERNON										
			VPD	REDONA,BRYAN/		*32W	11:44:35	11:44:36	11:53:27			13:39:11		
20220509877														
	RPT	05/20/2022	16:45:05	HOLLAND FLOWER MARKET										
		20002R		2200 E 27TH, VERNON										
			VPD	CAM,PATRICK		*38	16:47:45	16:47:47	16:54:02					17:25:52
20220509878														
	RPT	05/20/2022	17:20:28	T-Mobile USA 888-662-4662 opt 4										
	VI	20002		S ALAMEDA // 37TH ST, VERNON										
			VPD	REDONA,BRYAN/		*32W	17:24:52	17:24:53	17:30:07					19:15:40
			VPD	CAM,PATRICK		38		17:26:11	17:27:16					19:15:40
			VPD	VASQUEZ,LUIS/G		44E			18:29:01					19:15:41
				USTOW		US TOW	18:08:34	18:08:59	18:57:39					19:15:41
20220509881														
	RPT	05/20/2022	19:09:15	E VERNON AV // SANTA FE AV, VERNON										
		901T												
			VPD	SALDANA,CARLO		*40			19:09:15					19:56:03
			VPD	HERNANDEZ,MIG		26E			19:17:43					19:56:02
			VPD	CAM,PATRICK		38			19:15:56			19:43:17		
			VPD			47W			19:15:52					19:56:03
20220509884														

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/20/2022

Jurisdiction: VERNON

Last Date: 05/20/2022

Call Number	Disp	Ten	Received	Caller		Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp	
20220509884															
	RPT		05/20/2022	20:25:14											
	1015		WELCK		IRVING // 38TH, VERNON										
	VI														

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/21/2022

Jurisdiction: VERNON

Last Date: 05/21/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509894												
	VS	05/21/2022	01:16:43									
	RPT	VCK		2900 E 46TH, VERNON								
			VPD	NEWTON,TODD	*26E			01:16:43				01:51:28
			VPD	LANDA,RAFAEL	XS		01:35:29				01:39:35	
20220509897												
	VREC	05/21/2022	02:18:30	LAM SHENG KEE WEST								
	RPT	REC		3390 E SLAUSON AV, VERNON								
	1015											
			VPD	SALDANA,CARLO	*40			02:18:30				04:38:15
			VPD	NEWTON,TODD	26E		02:19:25	02:22:25			03:08:53	
20220509900												
	1015	05/21/2022	04:30:31	LINEAGE LOGISTICS								
	RPT	459A		2050 E 55TH, VERNON								
			VPD	HERNANDEZ,EDV	*47W		04:31:21	04:36:04			05:51:30	
			VPD	NEWTON,TODD	26E		04:31:25	04:37:02				06:12:16
			VPD	SALDANA,CARLO	40		04:38:20	05:12:54				06:12:16
			VPD	LANDA,RAFAEL	XS		04:35:29	04:39:31			05:51:32	
20220509915												
	RPT	05/21/2022	12:15:48	TRATTORIA 25								
		GTAR		2501 S SANTA FE AV, VERNON								
			VPD	GODOY,RAYMON	*31W			12:28:01				13:18:50
20220509922												
	1015	05/21/2022	19:45:50	TOMASTOFF								
	CITE	925		4755 E DISTRICT BL, VERNON								
	RPT											
			VPD	FLORES,TERESA	*31E		19:47:58	19:54:40			21:23:30	
			VPD	HERNANDEZ,EDV	32		19:54:45	19:54:46			20:58:06	
			VPD	NEWTON,TODD	44W			20:05:59			20:58:05	
			VPD	SALDANA,CARLO	47		19:48:00	19:54:42			21:23:33	

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

<i>First Date:</i> 05/21/2022		<i>Last Date:</i> 05/21/2022											
<i>Jurisdiction:</i> VERNON													
<i>Call Number</i>	<i>Disp</i>	<i>Ten</i>	<i>Received</i>	<i>Caller</i>									
		<i>Code</i>	<i>Complaint</i>	<i>Address</i>	<i>Unit Time</i>								
			<i>Dep</i>	<i>Officer</i>	<i>Unit</i>	<i>Dispatch</i>	<i>Enroute</i>	<i>OnScene</i>	<i>Depart</i>	<i>Arrive</i>	<i>Remove</i>	<i>Comp</i>	
20220509927													
	RPT		05/21/2022	22:04:56									
	VS		REC		3308 BANDINI BL, VERNON								
	VREC												
			VPD	FLORES,TERESA	*31E			22:04:56			22:44:06		

<i>Department</i>	<i>OCA Number</i>	<i>RMS Juris</i>
VPD	CR22-0857	CA0197300

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/22/2022

Jurisdiction: VERNON

Last Date: 05/22/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220509949												
	RPT		05/22/2022	04:03:46								
	VI		TRAFFIC STOP	E SLAUSON AV // BICKETT, VERNON								
	CITE											
			VPD	FLORES,TERESA	*31E			04:03:46			04:43:37	
			VPD	HERNANDEZ,EDV	32			04:04:00			04:33:43	
				USTOW	US TOW	04:20:29	04:21:10	04:32:32				05:36:59
20220509969												
	VREC		05/22/2022	10:53:38								
			VCK	2043 ROSS, VERNON								
			VPD	ARANA,ANDRE	*31W			10:53:38				11:40:00
				MR C TOW	MR C TOW	10:54:52		11:08:30			11:08:32	
20220509970												
	RPT		05/22/2022	11:02:34								
	VI		VCK	4770 E 50TH, VERNON								
			VPD	MADRIGAL,ALFOI	*40E			11:02:34				11:56:21
			VPD	LUCAS,JASON	22		11:02:50	11:04:26				11:56:20
			VPD	MANNINO,NICHOI	32		11:03:32	11:05:26				11:56:21
				MR C TOW	MR C TOW	11:22:33	11:22:34	11:41:35				11:56:21
20220509971												
	RPT		05/22/2022	12:03:13								
	1015		TRAFFIC STOP	55TH // LOMA VISTA, VERNON								
	VS											
			VPD	MANNINO,NICHOI	*32			12:03:13				13:01:07
			VPD	LUCAS,JASON	22		12:03:16	12:06:01				13:01:07
				USTOW	US TOW	12:15:19	12:15:41	12:45:59				13:01:07
20220510004												
	RPT		05/22/2022	22:30:53								
			484	CAMINO REAL FOODS 2638 E VERNON AV, VERNON								
			VPD	SALDANA,CARLO	*47		22:32:39	22:35:36			22:57:13	

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/22/2022

Jurisdiction: VERNON

Last Date: 05/22/2022

Call Number	Disp	Ten	Received	Caller									
		Code	Complaint	Address	Unit Time								
				Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510004													
	RPT		05/22/2022	22:30:53	CAMINO REAL FOODS								
		484			2638 E VERNON AV, VERNON								
			VPD	FLORES,TERESA	31W		22:32:43		22:36:08				23:04:09
			VPD	MACIEL,CYNTHIA	32E				22:34:55				22:55:35

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

Jurisdiction:		VERNON		First Date:		05/23/2022						
Last Date:		05/23/2022										
Call Number	Disp	Ten	Received	Caller		Unit Time						
		Code	Complaint	Address		Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
			Dep	Officer	Unit							
20220510046												
	RPT	05/23/2022	07:58:10	PAPA CANTELLAS								
		PLATE		3341 E 50TH, VERNON								
			VPD	CEDENO,RUTH	*2P8	08:05:15	08:12:41					09:18:13
20220510051												
	RPT	05/23/2022	08:30:14	THE TAC ROOM								
		459R		2305 E 52D, VERNON S/A B								
			VPD	LUCAS,JASON	*22	08:30:49	08:31:17	08:49:32			09:44:20	
			VPD	GODOY,RAYMON	31E			08:34:56			09:44:36	
			VPD	MADRIGAL,ALFOI	32W			08:34:13			10:13:39	
			VPD	ESCOBEDO,ALEX	47		08:31:14	08:37:29			10:09:05	
			VPD	CERDA,EUGENIO	MET1			09:21:54			09:23:49	
			VPD	CROSS,JEREMY	S3			08:38:00			09:44:29	
20220510053												
	RPT	05/23/2022	08:55:56	JACOB FARM								
		GTAR		2145 E 49TH, VERNON								
			VPD	CEDENO,RUTH	*2P8	09:18:17	10:04:08					10:43:00
			VPD	ESCOBEDO,ALEX	47	10:09:05						10:43:01
20220510061												
	1015	05/23/2022	10:57:37									
	RPT	PEDCK		S SANTA FE AV // 55TH, VERNON								
			VPD	REYNA,JOSE S	*5D23			10:57:37			11:14:31	
			VPD	LUCAS,JASON	22			11:11:44			11:13:10	
			VPD	GODOY,RAYMON	31E	10:59:23					11:13:14	
			VPD	MADRIGAL,ALFOI	32W	10:57:40	10:58:45					13:41:39
			VPD	ESCOBEDO,ALEX	47		10:57:52				11:23:18	
			VPD	CROSS,JEREMY	S3	10:57:57	11:00:07				11:24:08	
20220510064												
	RPT	05/23/2022	11:32:43	MEREDITH BAER								
		594R		4820 EVERETT CT, VERNON								

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/23/2022

Jurisdiction: VERNON

Last Date: 05/23/2022

Call Number	Disp	Ten	Received	Caller		Unit Time						
				Code	Complaint	Address						
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510064												
	RPT	05/23/2022	11:32:43		MEREDITH BAER							
		594R			4820 EVERETT CT, VERNON							
			VPD	ESCOBEDO,ALEX	*47	11:57:01	12:00:33	12:03:48	Department VPD	OCA Number CR22-0866	RMS Juris CA0197300	12:17:02
20220510066												
	RPT	05/23/2022	11:57:15		GOLDEN EAGLE							
		459R			2360 E 51ST, VERNON							
			VPD	GODOY,RAYMON	*31E	12:04:45	12:11:22	12:15:21			12:45:14	
			VPD	LUCAS,JASON	22			12:15:23			12:50:04	
20220510083												
	RPT	05/23/2022	14:21:46									
		902T			2100 E 37TH, VERNON							
			VPD	MADRIGAL,ALFOI	*32W			14:22:15	Department VPD	OCA Number CR22-0868	RMS Juris CA0197300	15:15:38
20220510088												
	RPT	05/23/2022	15:08:05									
	1015	DET			6542 MILES, HUNTINGTON PARK							
			VPD	OURIQUE,CARLO	*5D35			15:08:05				16:10:08
20220510089												
	RPT	05/23/2022	15:22:28									
	MET	WELCK			E 37TH // ROSS, VERNON							
			VPD	CERDA,EUGENIO	*MET1	15:24:17	15:24:17	15:27:42	Department VPD	OCA Number CR22-0869	RMS Juris CA0197300	17:37:45
			VPD	ESCOBEDO,ALEX	38	15:35:17	15:36:03	15:41:36			16:10:19	

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/24/2022

Jurisdiction: VERNON

Last Date: 05/24/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510140												
	RPT	05/24/2022	05:08:14									
		FU		4820 E 50TH, VERNON								
			VPD	FLORES,TERESA	*31	06:17:21		05:08:14			07:32:20	
									Department VPD	OCA Number CR22-0872	RMS Juris CA0197300	
20220510143												
	RPT	05/24/2022	06:27:23									
		PLATE		ROSE AND SHORE 5151 ALCOA AV, VERNON								
			VPD	MACIEL,CYNTHIA	*41W			06:28:05				07:12:16
									Department VPD	OCA Number CR22-0871	RMS Juris CA0197300	
20220510149												
	RPT	05/24/2022	07:15:23									
		HBC		5325 S SOTO, VERNON								
			VPD	REDONA,BRYAN	*1T8			07:15:23			08:33:42	
			VPD	LUCAS,JASON	22	07:16:57		07:19:10			08:00:06	
			VPD		31W			07:19:19				10:21:39
			VPD	MADRIGAL,ALFOI	32E	07:15:57		07:17:00			09:10:52	
			VPD		44			07:19:22			08:00:02	
			VPD	ENCINAS,ANTHOI	5D31			07:20:29			07:27:51	
			VPD	OURIQUE,CARLO	5D35			07:20:28			07:27:49	
			VPD	CROSS,JEREMY	S3			07:59:30			08:51:22	
20220510169												
	RPT	05/24/2022	10:04:34									
		A459R		GRAND FINALE 2201 E 38TH, VERNON								
			VPD	CAM,PATRICK	*2T8	10:13:56	10:13:58				10:15:16	
			VPD	REDONA,BRYAN	1T8			10:15:03			10:15:08	
			VPD	ESCOBEDO,ALEX	44		10:15:14	10:22:13				10:51:24
									Department VPD	OCA Number CR22-0875	RMS Juris CA0197300	
20220510172												
	RPT	05/24/2022	10:24:36									
		487R		4519 EVERETT AV, VERNON								
			VPD	MADRIGAL,ALFOI	*32E	10:39:37		10:48:02				11:22:25
									Department VPD	OCA Number CR22-0874	RMS Juris CA0197300	

VERNON POLICE DEPARTMENT
Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/24/2022

Last Date: 05/24/2022

Call Number	Disp	Ten	Received	Caller										
		Code	Complaint	Address	Unit Time									
					Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510180														
	RPT		05/24/2022	11:42:01	GLOBAL TRUSS									
			GTAR		4295 CHARTER AV, VERNON									
				VPD	MADRIGAL,ALFOI	*32E	11:43:44			11:50:31			13:12:25	
20220510191														
	RPT		05/24/2022	14:04:33	6015 RUGBY, VERNON									
			DET											
				VPD	OURIQUE,CARLO	*5D35				14:04:33				15:24:10
20220510192														
	RPT		05/24/2022	15:20:51	HOFFY									
			ID THEFT		2731 S SOTO, VERNON									
				VPD	ESCOBEDO,ALEX	*44	15:21:59	15:26:01		15:28:12				16:20:21
20220510197														
	RPT		05/24/2022	18:13:41	BLUE GALAXY									
			594R		2369 E 51ST, VERNON									
				VPD	GODOY,RAYMON	*31W	18:15:41	18:18:28		18:26:03				18:52:36

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/25/2022

Jurisdiction: VERNON

Last Date: 05/25/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510215												
	RPCB		05/25/2022	08:48:09	CROZIER FINE ARTS							
	RPT		GTAR		2049 E 27TH, VERNON							
			VPD	GODOY,RAYMON	*41W		08:56:52	09:58:18				10:29:18
									Department VPD	OCA Number CR22-0880	RMS Juris CA0197300	
20220510216												
	RPT		05/25/2022	08:52:25	JC SALES							
			415		2600 S SOTO, VERNON							
			VPD	VASQUEZ,LUIS/G	*40		08:54:17	09:00:26			09:38:32	
			VPD	ESCOBEDO,ALEX	44E		08:54:27	09:00:29			10:47:52	
20220510221												
	RPT		05/25/2022	09:44:27	GLOBAL TRUSS							
			140		4295 CHARTER AV, VERNON							
			VPD	VASQUEZ,LUIS/G	*40		09:52:47	09:56:40				10:20:57
20220510242												
	RPT		05/25/2022	16:06:25	UNK							
			902T		6023 ALCOA AV, VERNON							
			VPD	ESCOBEDO,ALEX	*44E		16:08:32				16:13:53	
			VPD	VILLEGAS,RICHA	2STOF			16:13:48				17:44:17
20220510245												
	RPT		05/25/2022	16:39:32	GLORIA BENAVIDES							
			902T		E 44TH // BOYLE AV, VERNON							
			VPD	VASQUEZ,LUIS	*40		16:40:22	16:46:00				17:50:41
									Department VPD	OCA Number CR22-0882	RMS Juris CA0197300	

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/26/2022

Jurisdiction: VERNON

Last Date: 05/26/2022

Call Number	Disp	Ten	Received	Caller	Unit Time									
		Code	Complaint	Address	Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510263														
	RPT		05/26/2022	04:14:29	JESUS RODRIGUEZ									
			459VR		E 46TH // BOYLE AV, VERNON									
				VPD	LANDA,RAFAEL	*31E	04:16:04	04:18:33	04:22:04			05:10:49		
20220510269														
	RPT		05/26/2022	07:26:43	S SANTA FE AV // 37TH, VERNON									
			902T											
				VPD	REDONA,BRYAN/	*40E			07:26:43			07:53:31		
				VPD	VASQUEZ,LUIS	44W		07:27:00	07:29:25					07:55:59
				VPD	MANNINO,NICHOI	47		07:27:22	07:29:21					07:55:59
20220510273														
	RPT		05/26/2022	08:53:31	ARCADIA INC									
			GTAR		3225 E WASHINGTON BL, VERNON									
				VPD	REDONA,BRYAN/	*40E	08:55:31	08:55:32				08:56:45		
				VPD	MANNINO,NICHOI	47		08:56:41	09:04:26			10:16:28		
20220510296														
	RPT		05/26/2022	15:39:16	4618 PACIFIC BL, VERNON									
			459V											
				VPD	VASQUEZ,LUIS	*44W		15:44:36	15:48:07			16:35:40		
20220510298														
	RPT		05/26/2022	16:05:31	2050 E 52D, VERNON									
			487R											
				VPD	VILLEGAS,RICHA	*2STOF		16:18:47	16:23:50					17:02:18

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/27/2022

Jurisdiction: VERNON

Last Date: 05/27/2022

Call Number	Disp	Ten	Received	Complaint	Address	Caller	Unit Time					
							Dep	Officer	Unit	Dispatch	Enroute	OnScene
20220510331												
	RPT		05/27/2022	08:48:09								
			245R		S SOTO // 46TH, VERNON							
				VPD	MADRIGAL,ALFOI	*40W		08:49:22	09:09:44			09:43:22
				VPD	FLORES,TERESA	MET1		09:26:48	09:34:16			09:43:23
20220510338												
	RPT		05/27/2022	10:32:08								
			140		ROMEO POWER							
					4380 AYERS AV, VERNON							
				VPD	CAM,PATRICK	*47E		11:08:46	11:19:15		11:20:28	12:28:47
				VPD	CERDA,PAUL,JR	44			11:50:00		11:59:53	
				VPD	LUCAS,JASON	XS		12:00:05	12:05:45		12:09:26	
20220510340												
	RPT		05/27/2022	11:00:35								
			SRMET		5275 S DISTRICT BL, VERNON							
				VPD	FLORES,TERESA	*MET1			11:00:35			12:00:32
				VPD	MADRIGAL,ALFOI	40W			11:29:51		11:44:36	
				VPD	CERDA,PAUL,JR	44			11:29:55		11:41:35	
				VPD	CAM,PATRICK	47E		11:20:30	11:21:51		11:59:51	
				VPD	ENCINAS,ANTHOI	5D31			11:25:22			12:00:31
				VPD	RAMOS,JOSE	5D33			11:25:20			12:00:32
				VPD	LUCAS,JASON	XS			11:24:51		12:00:05	
20220510350												
	RPT		05/27/2022	14:14:01								
			487R		PLATES AND BEYOND							
					3051 E 46TH, VERNON							
				VPD	CAM,PATRICK	*47E		14:29:41	14:30:20			15:36:05
20220510352												
	RPCB		05/27/2022	15:29:16								
	RPT		242R		KING MEATS							
					4215 EXCHANGE AV, VERNON							
				VPD	MADRIGAL,ALFOI	*40W		15:49:24	15:55:00		16:22:15	

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/27/2022

Jurisdiction: VERNON

Last Date: 05/27/2022

Call Number	Disp	Ten	Received	Caller	Unit Time								
		Code	Complaint	Address	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp	
20220510354													
	RPT		05/27/2022	16:33:33	AT&T MOBILITY 800 635 6840 4								
			20002R		2671 E 26TH, VERNON				Department VPD	OCA Number CR22-0893	RMS Juris CA0197300		
				VPD	MADRIGAL,ALFOI	*40W	16:34:48	16:34:53	16:42:03			17:05:48	
				VPD	CERDA,PAUL,JR	44		16:38:29			17:00:49		
				VPD	CAM,PATRICK	47E		16:38:23			17:00:52		
20220510357													
	RPT		05/27/2022	18:43:48	FASHION MUSIC								
			GTAR		2808 S SANTA FE AV, VERNON				Department VPD	OCA Number CR22-0894	RMS Juris CA0197300		
				VPD	CERDA,PAUL,JR	*44		18:46:36			18:47:19		
				VPD	MADRIGAL,ALFOI	40W		18:47:17	18:49:00		19:07:59		
				VPD		47W			19:00:00			20:19:17	
20220510376													
	RPT		05/27/2022	23:42:15	REHRIG PACIFIC								
			902T		4010 E 26TH, VERNON				Department VPD	OCA Number CR22-0895	RMS Juris CA0197300		
				VPD	SALDANA,CARLO	*41E	23:45:34	23:53:48			01:30:24		

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/28/2022

Jurisdiction: VERNON

Last Date: 05/28/2022

Call Number	Disp	Ten	Received	Caller	Code	Complaint	Address	Unit Time				
								Dep	Officer	Unit	Dispatch	Enroute
20220510381												
	RPT		05/28/2022	00:48:25			ROSE AND SHORE					
		459VR					5151 ALCOA AV, VERNON					
				VPD		NEWTON,TODD		*44	00:50:58	00:57:10		01:28:16
				VPD		HERNANDEZ,EDV		47W		01:12:58		01:41:49
20220510384												
	1015		05/28/2022	01:57:03								
	VS		PEDCK				4150 BANDINI BL, VERNON					
	VREC											
	RPT											
				VPD		NEWTON,TODD		*44		01:57:03		03:42:53
				VPD		SALDANA,CARLO		41E		01:58:26		05:23:08
				VPD		HERNANDEZ,EDV		47W		01:58:20		04:23:02
				VPD		LANDA,RAFAEL		XS		02:05:06		04:50:36
20220510411												
	RPT		05/28/2022	13:30:17			AT&T MOBILITY 800 635 6840 4					
		A487R					4719 S BOYLE AV, VERNON					
				VPD		REDONA,BRYAN		*32E	13:34:38	13:34:39	13:36:27	13:55:48
20220510413												
	RPT		05/28/2022	15:55:11								
	VREC		REC				2120 E 52D, VERNON					
				VPD		CAM,PATRICK		*40	15:58:42	16:02:34		17:44:45

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/29/2022

Jurisdiction: VERNON

Last Date: 05/29/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510440												
	VREC		05/29/2022	01:27:08								
	RPT		REC	2850 E 46TH, VERNON								
			VPD	NEWTON,TODD	*44W			01:27:08				02:05:40
				MR C TOW	MR C TOW	01:33:23	01:33:57	01:41:34				02:05:40
20220510448												
	RPT		05/29/2022	09:18:52	REFORMATION							
			459R	2263 E VERNON AV, VERNON								
			VPD	MANNINO,NICHOI	*31W	09:20:31	09:20:33	09:25:11				10:37:50
20220510453												
	RPT		05/29/2022	11:12:19								
			GTAR	1844 E 27TH, VERNON								
			VPD	LUCAS,JASON	*22		14:58:03	11:12:19			14:58:04	
			VPD	MANNINO,NICHOI	31W		11:14:38	11:29:08			12:51:44	
			VPD	MADRIGAL,ALFOI	32E		11:29:10	11:31:11			12:44:18	
20220510456												
	RPT		05/29/2022	12:42:49	CESAR							
	CHP		901TR	BANDINI BL // DOWNEY RD, VERNON								
			VPD	LUCAS,JASON	*22		12:43:24	12:46:22				13:25:23
			VPD	MANNINO,NICHOI	31W		12:51:46	12:55:50			13:12:00	
			VPD	MADRIGAL,ALFOI	32E		12:44:18	12:46:26				13:25:24
20220510466												
	RPT		05/29/2022	16:06:16	DIANA							
			902T	BANDINI BL // ATLANTIC BL, VERNON								
			VPD	MADRIGAL,ALFOI	*32E		16:22:24	16:22:29				17:01:03
20220510470												
	VS		05/29/2022	16:36:30	T-Mobile USA 888-662-4662 opt 4							
			917A	E DOWNEY RD // BANDINI, VERNON								
			VPD	MANNINO,NICHOI	*31W	16:37:56	16:37:58	16:39:46				17:26:20

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/29/2022

Jurisdiction: VERNON

Last Date: 05/29/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510470												
	VS		05/29/2022	16:36:30	T-Mobile USA 888-662-4662 opt 4							
			917A		E DOWNEY RD // BANDINI, VERNON							
			VPD	MADRIGAL,ALFOI	32E			17:01:09			17:18:10	
				USTOW	US TOW		16:42:28	17:01:08				17:26:21
20220510473												
	RPT		05/29/2022	18:59:37	KAN CAN							
			459R		3480 E 26TH, VERNON							
			VPD	MANNINO,NICHOL	*31W			19:03:47			19:56:12	
			VPD		40E		19:06:26	19:11:53				20:40:54
			VPD	CERDA,PAUL,JR	47			19:14:13			20:02:29	
			VPD	ESTRADA,IGNACI	S2		19:07:53	19:11:02			19:59:47	

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/30/2022

Jurisdiction: VERNON

Last Date: 05/30/2022

Call Number	Disp	Ten	Received	Caller	Unit Time					
			Code	Complaint	Address					
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive
										Remove
										Comp
20220510485										
1015			05/30/2022	01:02:48						
RPT				TRAFFIC STOP	4331 E DISTRICT BL, VERNON					
VI										
				VPD FLORES,TERESA	*40E			01:02:48		02:16:16
				VPD CERDA,PAUL,JR	41			01:18:03		02:50:18
				MR C TOW	MR C TOW	01:54:01	01:54:42	02:00:00		04:21:05
20220510487										
RPT			05/30/2022	02:17:38						
VI				TRAFFIC STOP	S ATLANTIC BL // 710 FWY, VERNON					
				VPD FLORES,TERESA	*40E			02:17:38		03:22:08
				VPD SALDANA,CARLO	31W	02:31:29	02:37:45			03:05:40
				VPD CERDA,PAUL,JR	41		02:50:21			03:22:08
				USTOW	US TOW	02:45:20	02:45:42	03:12:23		03:22:08
20220510496										
RPT			05/30/2022	06:16:26	BAKER COMMODITIES					
VS			484		4020 BANDINI BL, VERNON					
1015										
				VPD FLORES,TERESA	*40E	06:17:04	06:17:34	06:21:55		06:57:38
				VPD SALDANA,CARLO	31W		06:17:40	06:22:39		06:57:39
				VPD CERDA,PAUL,JR	41		06:18:10	06:25:30		06:57:39
				VPD MADRIGAL,ALFOI	44W		06:35:24	06:49:30		08:09:34
				VPD	47E		06:33:49	06:35:26		08:09:34
				MR C TOW	MR C TOW	07:01:35	07:18:45	07:23:30		08:09:34
				VPD ESTRADA,IGNACI	s2			06:27:25		07:47:36
				VPD CROSS,JEREMY	s3			06:24:07		06:28:08
				VPD LANDA,RAFAEL	xs			06:24:16		08:09:34
20220510514										
RPT			05/30/2022	10:47:46						
VI			586		3228 E 50TH, VERNON					
				VPD CEDENO,RUTH	*2P8			10:47:46		12:23:49

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

Jurisdiction:		VERNON		First Date:		05/30/2022							
Last Date:		05/30/2022											
Call Number	Disp	Ten	Received	Caller		Unit Time							
				Code	Complaint	Address	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove
20220510514													
	RPT		05/30/2022	10:47:46									
	VI		586	3228 E 50TH, VERNON					Department VPD	OCA Number CR22-0910	RMS Juris CA0197300		
				USTOW	US TOW	11:21:08	11:21:14	11:34:03				12:23:50	
20220510536													
	1015		05/30/2022	15:20:33	LAPD 77TH								
	RPT		WARRANT	7600 S BROADWAY, VERNON									
				VPD	MANNINO,NICHOI	*32	15:21:48	15:22:10	15:45:53	16:43:48			
20220510539													
	LAPD		05/30/2022	16:19:15	T-Mobile USA 888-662-4662 opt 4								
	RPT		WELCK	3200 E WASHINGTON BL, VERNON					Department VPD	OCA Number CR22-0911	RMS Juris CA0197300		
				VPD	MADRIGAL,ALFOI	*44W	16:21:57	16:23:46				17:20:41	
				VPD	MANNINO,NICHOI	32	16:43:53	16:52:54				17:20:41	
				VPD	ESCOBEDO,ALEX	47E	16:24:47	16:28:44				17:20:41	
				VPD	LUCAS,JASON	XS	16:38:46					17:20:42	
20220510545													
	RPT		05/30/2022	18:13:19	DYLAN								
	VS		901TR	E 26TH // SOTO, VERNON					Department VPD	OCA Number CR22-0912	RMS Juris CA0197300		
				VPD	ESCOBEDO,ALEX	*47E	18:14:13	18:14:14	18:19:31				19:02:33
				VPD	MANNINO,NICHOI	32		18:25:17	18:29:36				19:02:32
				VPD	MADRIGAL,ALFOI	44W		18:15:31	18:20:38	19:00:10			
				MR C TOW		MR C TOW	18:23:30	18:23:31	18:41:01				19:02:33
20220510547													
	RPT		05/30/2022	19:50:58	HOLIDAY ROCK								
	1015		602	2822 S SOTO, VERNON					Department VPD	OCA Number CR22-0913	RMS Juris CA0197300		
				VPD	FLORES,TERESA	*31E	19:52:09	19:52:53	19:56:09				21:54:40
				VPD	SALDANA,CARLO	32W			19:58:01	20:35:07			
				VPD	CERDA,PAUL,JR	41	19:52:14	19:53:02	19:56:11				21:54:41

* Denotes Primary Unit

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/31/2022

Jurisdiction: VERNON

Last Date: 05/31/2022

Call Number	Disp	Ten	Received	Caller										
		Code	Complaint	Address										
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp		
20220510575														
	RPT	05/31/2022	08:04:07	PPC										
		459V		5991 ALCOA AV, VERNON										
			VPD	GODOY,RAYMON	*41	08:05:26	08:06:03	08:08:42	Department VPD	OCA Number CR22-0914	RMS Juris CA0197300			08:54:39
20220510582														
	RPT	05/31/2022	08:56:32	BON APPETIT										
		594R		4529 E DISTRICT BL, VERNON										
			VPD	LUCAS,JASON	*22		08:58:06	09:09:14	Department VPD	OCA Number CR22-0915	RMS Juris CA0197300			09:40:35
20220510586														
	RPT	05/31/2022	09:31:07											
			TRAFFIC STOP	FRUITLAND AV // BOYLE AV, VERNON					Department VPD	OCA Number CR22-0916	RMS Juris CA0197300			
			VPD	MADRIGAL,ALFOI	*44E			09:32:23					10:03:44	
			VPD	GODOY,RAYMON	41		09:32:41						09:35:21	
			VPD	CROSS,JEREMY	S3		09:32:56	09:35:50					09:54:48	
20220510587														
	1015	05/31/2022	09:29:45	MARIA										
	RPT	AGTA		FRUITLAND AV // GIFFORD AV, VERNON					Department VPD	OCA Number CR22-0918	RMS Juris CA0197300			
	CITE													
			VPD	GODOY,RAYMON	*41		09:35:21	09:38:15					11:02:40	
			VPD	LUCAS,JASON	22			09:40:39					09:56:15	
			VPD	ESCOBEDO,ALEX	40W		09:35:26	09:42:55						11:50:10
			VPD	MADRIGAL,ALFOI	44E			10:58:45					11:18:55	
20220510588														
	RPT	05/31/2022	09:36:03	T-Mobile USA 888-662-4662 opt 4										
		484		4020 BANDINI BL, VERNON					Department VPD	OCA Number CR22-0917	RMS Juris CA0197300			
			VPD	HERRERA,GUSTAF	*L2		09:37:39	09:42:05						10:52:26
			VPD	LUCAS,JASON	22		10:02:26	10:07:34						10:52:25
			VPD	MADRIGAL,ALFOI	44E		10:03:44	10:06:42						10:52:26
			VPD	REYNA,JOSE S	5D23			10:15:31						10:52:26
			VPD	RAMOS,JOSE	5D33		10:06:33	10:29:32					10:32:33	

VERNON POLICE DEPARTMENT

Call Log Report Type All Unit Times and Location with OCA's

First Date: 05/31/2022

Jurisdiction: VERNON

Last Date: 05/31/2022

Call Number	Disp	Ten	Received	Caller	Unit Time							
		Code	Complaint	Address								
			Dep	Officer	Unit	Dispatch	Enroute	OnScene	Depart	Arrive	Remove	Comp
20220510588												
	RPT	05/31/2022	09:36:03	T-Mobile USA 888-662-4662 opt 4								
		484		4020 BANDINI BL, VERNON								
			VPD	CROSS,JEREMY	S3		10:12:57	10:35:37				10:52:26
			VPD	ONOPA,DANIEL	S5			10:29:10				10:52:27
20220510590												
	RPT	05/31/2022	10:15:43	SEVEN UP								
		459R		3220 E 26TH, VERNON								
			VPD	LUCAS,JASON	*22	10:58:53	10:59:09	11:07:22			13:13:26	
			VPD	GODOY,RAYMON	41			13:00:47			13:34:28	
			VPD	MADRIGAL,ALFOI	44E		11:18:55	11:24:53				14:31:48
20220510601												
	RPT	05/31/2022	14:52:35	JETRO								
		487		2300 E 57TH, VERNON								
			VPD	ESCOBEDO,ALEX	*40W		14:54:13	14:56:49			15:18:21	
			VPD	GODOY,RAYMON	41		14:56:40	14:58:58			15:51:02	
			VPD	MADRIGAL,ALFOI	44E		14:54:29	14:56:54			15:18:58	
			VPD	SWINFORD,PHILL	5D32			15:00:36			15:12:27	
			VPD	CROSS,JEREMY	s3		14:54:24	14:57:27			15:04:03	
20220510606												
	RPT	05/31/2022	15:37:32	KAREN KANE								
		459R		2275 E 37TH, VERNON								
			VPD	GODOY,RAYMON	*41		15:51:12	16:06:06				16:59:51
20220510619												
	1015	05/31/2022	22:47:35	MONTEBELLO PD								
		WARRANT		GREENWOOD // TELEGRAPH RD, VERNON								
			VPD	CERDA,EUGENIO	*32	22:49:35	23:00:29	23:05:16				00:31:18

* Denotes Primary Unit

City Council Agenda Item Report

Submitted by: Cynthia Cano
Submitting Department: Public Works
Meeting Date: July 19, 2022

SUBJECT

Public Works Department Monthly Report

Recommendation:

Receive and File the May 2022 Building Report.

Background:

The attached building report consists of total issued permits, major projects, demolition permits, new building permits and certificate of occupancy status reports for the month of May 2022.

Fiscal Impact:

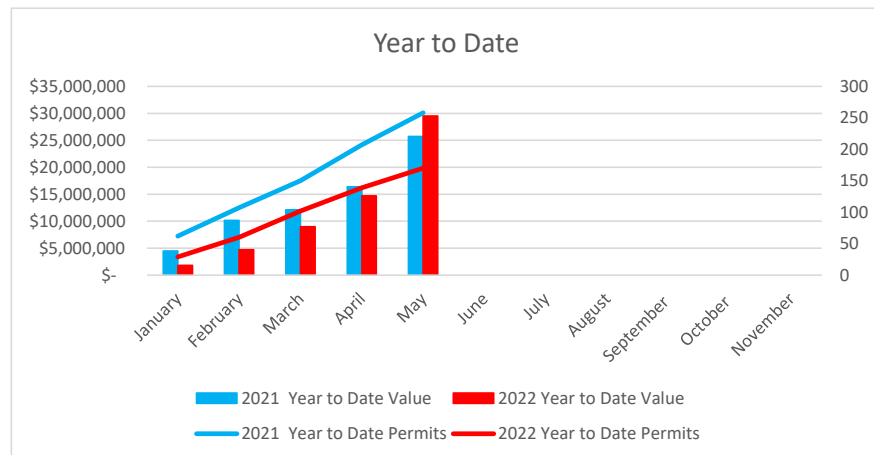
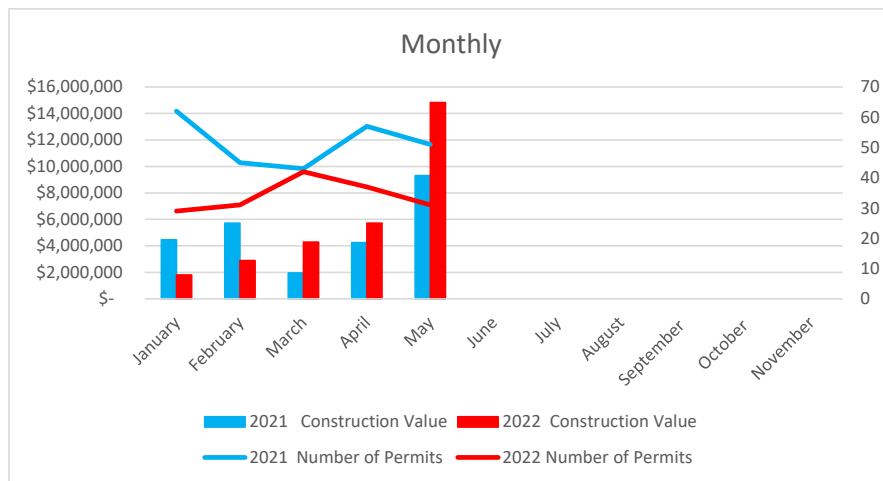
There is no fiscal impact associated with this report.

Attachments:

[1. Public Works Department May 2022 Building Report](#)

**City of Vernon
Building Division
Monthly Report Summary**

	2021				2022				Year to Date	
	Construction Value	Number of Permits	Year to Date Value	Year to Date Permits	Construction Value	Number of Permits	Year to Date Value	Year to Date Permits	Permit Difference	Valuation Difference
January	\$ 4,464,611	62	\$ 4,464,611	62	\$ 1,813,324	29	\$ 1,813,324	29	-53%	-59%
February	\$ 5,711,149	45	\$ 10,175,760	107	\$ 2,895,873	31	\$ 4,709,197	60	-44%	-54%
March	\$ 1,966,225	43	\$ 12,141,985	150	\$ 4,291,667	42	\$ 9,000,864	102	-32%	-26%
April	\$ 4,257,030	57	\$ 16,399,015	207	\$ 5,714,278	37	\$ 14,715,141	139	-33%	-10%
May	\$ 9,312,090	51	\$ 25,711,105	258	\$ 14,819,034	31	\$ 29,534,176	170	-34%	15%
June										
July										
August										
September										
October										
November										
December										





City of Vernon
Building Department
Monthly Report from 5/1/2022 to 5/31/2022

Type	Value	# of Permits
Commercial - Remodel	\$49,000.00	1
Electrical	\$2,260,500.00	12
Industrial - New	\$11,216,050.40	1
Industrial - Remodel	\$345,000.00	3
Mechanical	\$50,000.00	1
Miscellaneous	\$561,784.00	8
Plumbing	\$106,000.00	4
Roof	\$230,700.00	1
May 2022 TOTALS PERMITS:	\$14,819,034.40	31
PREVIOUS MONTHS TOTAL	\$14,715,141.40	139
YEAR TO DATE TOTAL	\$29,534,175.80	170
May 2021 TOTALS PERMITS:	\$9,312,089.69	51
PREVIOUS MONTHS TOTAL	\$16,399,015.30	207
PRIOR YEAR TO DATE TOTAL	\$25,711,105.00	258



**City of Vernon
Building Department
New Buildings Report - May 2022**

3430 26th Street
Penzoil Co
Warehouse and office building
140,464 S.F.



City of Vernon
Building Department
Demolition Report - May 2022

None



**City of Vernon
Building Department
Major Projects from 5/1/2022 to 5/31/2022
Valuations > 20,000**

Permit No.	Project Address	Tenant	Description	Job Value
Commercial - Remodel				
B-2022-5140	2325 55TH ST APN 6308016053		Tenant improvement/ minor remodel of existing building. Change of use permit to convert 2,150 SF of ancillary office space to ancillary retail use. The existing 2,150 SF space is currently utilized as an ancillary office use to the adjacent warehouse.	49000
1	Record(s)			\$49,000.00
Electrical				
B-2021-4786	3275 VERNON AVE APN 6303005023		Electrical for new office remodel	100000
B-2022-5304	4525 DISTRICT BLVD APN 6304020021		Installation of 1200A meter main service refeed old service	154000
B-2021-4644	2050 55TH ST APN 6308017041		Solar Photovoltaic Rooftop Solar 508.7 kW DC - 420 kW AC	672000
B-2021-4645	2100 55TH ST APN 6308017042		Solar Photovoltaic Rooftop Solar 573.75 kW DC - 480 kW AC	760000
B-2021-4830	4901 BANDINI BLVD APN 6332001005	Lineage Logistics	Electrical - install of rooftop photovoltaic system on existing building	474300
B-2022-5356	4900 SOTO ST APN 6303023008		Rooftop solar on warehouse	70000
6	Record(s)			\$2,230,300.00
Industrial - New				
B-2021-4663	3430 26TH ST APN 6303001012		Development of a new 140,464 SF industrial building, const type III-B, Sprinklered	11216050.4
1	Record(s)			\$11,216,050.40
Industrial - Remodel				
B-2021-4805	3275 VERNON AVE APN 6303005023		Existing office remodel, new non-load bearing partition walls and fixtures.	250000
B-2021-5047	2111 51ST ST APN 6308015024		Processing room	75000
2	Record(s)			\$325,000.00
Mechanical				
B-2021-4785	3275 VERNON AVE APN 6303005023		Mechanical HVAC units and ductwork for new office remodel	50000
1	Record(s)			\$50,000.00
Miscellaneous				

B-2022-5260	4900 SOTO ST APN 6303023008	100 KWAC PV System for rooftop of an industrial establishment. 260 Canadian solar panels and (1) one inverter.	348000
B-2022-5301	4425 49TH ST APN 6304025014	Replace existing windows and doors	86000
B-2021-4643	2050 55TH ST APN 6308017041	Solar Photovoltaic Rooftop Solar 508.7 kW DC - 420 kW AC	90000
3	Record(s)		\$524,000.00
Plumbing			
B-2022-5256	2750 37TH ST APN 6302020057	Installation of industrial waste flow monitoring monhole, flume and instrumentation.	45000
B-2022-5257	3855 SOTO ST APN 6302020059	Installation of industrial waste flow monitoring monhole. flume and instrumentation.	45000
2	Record(s)		\$90,000.00
Roof			
B-2022-5228	4200 CHARTER ST APN 6304021024	Recover existing roof with new 60 mil TPO. Includes replacing 4 new UL listed smokevents and 19 new skylights 52,000 SQ FT.	230700
1	Record(s)		\$230,700.00
17	Permit(s)	Total	\$14,715,050.40



**City of Vernon
Building Department
Status of Certificates of Occupancy Requests
Month of May 2022**

Request for Inspection	11
Approved	9
Pending	555
Temporary Occupancies	17

City of Vernon
Certificate of Occupancy
Applications Date From 5/1/2022 to 5/31/2022

Issued	Permit No.	Project Address	Tenant	Description	Fees Paid	Square Feet
	C-2022-1899	3874 SANTA FE AVE APN 6302018017	E&R Unlimited, Inc.	Garment sewing	385.00	5000
	C-2022-1900	6063 MALBURG WA` APN 6310027044	Saitex USA LLC.	Fabric and jeans storage.	885.00	9900
	C-2022-1903	4423 DISTRICT BLVD APN 6304022042	A Plus Vegetable Inc.	Produce wholesale. Distribution of produce.	885.00	11700
	C-2022-1904	2856 54TH APN 6310010007	Agave Design Build	Storage, office and distribution of general construction business	885.00	7500
	C-2022-1906	2345 48TH ST APN 6308014029	Mother LLC	Garments pick and pack and ship to stores	1,046.00	62000
	C-2022-1907	3200 WASHINGTON APN 5169023031	Lineage Logistics PFS, LLC	This is a name change for an existing operation. The company was Preferred Freezer Services, LLC.	1,207.00	150412
	C-2022-1908	2828 ALAMEDA ST APN 6302009030	Sadaf Foods	Warehouse and distribution of food products. Distribute dry, refrigerated and frozen food products	885.00	19760
	C-2022-1909	2454 27TH ST APN 6302004023	Logistar LLC	Furniture warehouse storage and shipping	1,046.00	54340
	C-2022-1901	5760 2ND ST APN 6308019031	LA Interiors & Gifts Inc.	Warehousing and distribution of rugs	385.00	4000
	C-2022-1902	5760 2ND ST APN 6308019031	LA Trim & Rugs Inc	Warehousing and distribution of rugs	385.00	4000
	C-2022-1905	2770 LEONIS BLVD APN 6308002009	KKGM Inc.	Office use only	385.00	975
11	Record(s)	Total for Certificate of Occupancy:			8,379.00	329,587.00
11	Permits(s)	Total Fees			8,379.00	

City of Vernon
Certificate of Occupancy
Issued Date From 5/1/2022 to 5/31/2022

Issued	Permit	Project Address	Tenant	Description	Fees Paid	Square Feet
5/4/2022	C-2021-1795	4695 48TH ST APN 6304019024	J.B. Promotional & Urban Industries	Embroidery services	385.00	4000
5/5/2022	C-2022-1895	2101 51ST ST APN 6308015040	Best For You Moving LLC	Warehousing of household items	885.00	11000
5/10/2022	C-2021-1802	4900 50TH ST APN 6304011005	KS Productions, Inc.	Warehousing and distribution of paper products	385.00	1500
5/10/2022	C-2021-1635	4851 SANTA FE AVE APN 6308015044	The Massing Group, LLC	Warehousing and distribution of apparel	885.00	15000
5/11/2022	C-2021-1703	2080 49TH ST APN 6308015077	Good Eggs, Inc.	Online fulfillment center of groceries	1,046.00	54000
5/17/2022	C-2021-1717	4330 26TH ST APN 5243019010	Fest Logistics	Warehousing and distribution of general merchandise	885.00	48175
5/18/2022	C-2021-1785	2906 LEONIS BLVD APN 6303024018	Rocket Electronics, Inc.	Warehouse and distribution of consumer electronics	385.00	3614
5/18/2022	C-2022-1901	5760 2ND ST APN 6308019031	LA Interiors & Gifts Inc.	Warehousing and distribution of rugs	385.00	4000
5/18/2022	C-2022-1902	5760 2ND ST APN 6308019031	LA Trim & Rugs Inc	Warehousing and distribution of rugs	385.00	4000
9 Record(s)						
					Total for Certificate of Occupancy:	
					5,626.00	145,289.00
9 Permits(s)					Total Fees	5,626.00

City Council Agenda Item Report

Submitted by: Veronica Petrosyan

Submitting Department: Health and Environmental Control Department

Meeting Date: July 19, 2022

SUBJECT

Appointment of Health Officer for the City of Vernon

Recommendation:

- A. Find that it is in the best interest of the City to award a services agreement for Health Officer Services to Dr. Laurene Mascola, M.D., MPH, without a competitive selection process; and
- B. Adopt Resolution No. 2022-23 appointing Laurene Mascola, M.D., MPH as Health Officer for the City of Vernon and approving and authorizing the execution of a services agreement for Health Officer Services.

Background:

Pursuant to California Health and Safety Code (HSC) Section 101450, each city is mandated to take measures as may be necessary to preserve and protect public health. As the Health Officer plays a key part in the duty to safeguard public health, HSC Section 101460 also requires each city to appoint a Health Officer, who must be a physician, unless a city is under contract with county health services. As required by State law, Vernon must appoint a Health Officer in order to formalize the roles and responsibilities of its Health and Environmental Control Department and exercise its full delegated authority. With the ongoing COVID-19 pandemic, the need for the City to have its own Health Officer continues to be indispensable as there is an ongoing duty for the City to address public health matters occurring within Vernon boundaries.

On March 14, 2020, then Mayor Melissa Ybarra, acting as the Chief Executive Officer of the Disaster Council, declared the existence of a local emergency due to the COVID-19 pandemic. On March 17, 2020, the City Council adopted Resolution No. 2020-06, ratifying the emergency proclamation and empowering the City Administrator, as the Director of Emergency Services, to carry out all emergency powers conferred upon him by local and state laws, and by all other lawful authority, as may be necessary to protect life and property. Vernon Municipal Code (VMC) Section 2.36.070 dictates that the City Administrator acting as the Director of Emergency Services, is authorized to requisition necessary personnel for any City Department. After consulting with the Interim City Attorney, on June 9, 2020, the City Administrator acting as the Director of Emergency Services, appointed Dr. Mascola to serve as the City's Health Officer effective as of June 1, 2020, and approved a related Services Agreement for this purpose. It was determined that the agreement was exempt from competitive selection requirements, pursuant to VMC Section 3.32.110(B)(2), as it was in the best interest of the City to award the contract to Dr. Mascola without a competitive selection process due to the immediate and indispensable need for health officer services. On June 16, 2020, City Council adopted Resolution 2020-22, ratifying the appointment of Dr. Mascola and the execution of a related services agreement for a one-year term. To retain continuity of medical services, and to effectively aid the City in its efforts to address specific ongoing public health matters faced by the Vernon community, the City Council adopted Resolution No. 2021-24 on July 20, 2021 extending the service agreement with Dr. Mascola for an additional year.

The Department of Health and Environmental Control is interested in continuing its contract with Dr. Mascola, and now recommends that the City Council deem it to be in the best interests of the City to do so. The position of Health Officer requires a highly specialized degree of qualifications and expertise, namely a medical degree and experience working in a public health setting. Dr. Mascola was initially selected after a careful search and thorough review of qualifications conducted by the Director of the Health and Environmental Control Department. Dr. Mascola is qualified to conduct the necessary work, has proven to be reliable and knowledgeable, is familiar with Vernon's unique needs, and has established a positive relationship with the City. Accordingly, staff recommends that the City Council adopt Resolution No. 2022-23 appointing Laurene Mascola, M.D., MPH as Health Officer for the City of Vernon and authorizing the execution of a services agreement for Health Officer Services effective July 1, 2022, for a three-year term. The services agreement with Dr. Mascola has been reviewed and approved as to form by the City Attorney's Office.

Fiscal Impact:

The fiscal impact of the services agreement with Dr. Mascola is a not-to-exceed amount of \$50,000. Sufficient funds are available in General Fund, Health Department Account No. 011.1060.595200.

Attachments:

- [1. Resolution No. 2022-23](#)

RESOLUTION NO. 2022-23

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON APPOINTING LAURENE MASCOLA, M.D., MPH AS HEALTH OFFICER FOR THE CITY OF VERNON AND APPROVING AND AUTHORIZING THE EXECUTION OF A SERVICES AGREEMENT FOR HEALTH OFFICER SERVICES

SECTION 1. Recitals.

- A. Pursuant to California Health and Safety Code (HSC) Section 101450, each City is mandated to take measures as may be necessary to preserve and protect public health.
- B. As required by HSC Section 101460, and since the City does not currently contract with the County, the City must appoint a health officer in order to formalize the roles and responsibilities of the Health Department and exercise its full delegated authority.
- C. During the COVID-19 pandemic, the need for the City to have its own Health Officer became indispensable and there remains a vital need for the City to address public health matters occurring within the City's boundaries.
- D. On July 20, 2021, the City Council adopted Resolution No. 2021-24, appointing Laurene Mascola, M.D., MPH (Dr. Mascola) to serve as the City's Health Officer for a one-year period effective as of July 1, 2021, and approved and executed a related Services Agreement for this purpose.
- E. The City Council of the City of Vernon desires to appoint Dr. Mascola to serve as Health Officer for the City of Vernon, and approve and authorize the execution of a Services Agreement for Health Officer Services for a three year period, effective July 1, 2022.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. The City Council hereby appoints Laurene Mascola, M.D., MPH to serve as the Health Officer for the City of Vernon effective July 1, 2022.

SECTION 4. The City Council hereby approves the Services Agreement with Laurene Mascola, M.D., MPH, in substantially the same form as attached hereto as Exhibit A.

SECTION 5. The City Council hereby authorizes the City Administrator to execute said Agreement for, and on behalf of, the City of Vernon and the City Clerk is hereby authorized to attest thereto.

SECTION 6. The City Council hereby instructs the City Administrator, or his designee, to take whatever actions are deemed necessary or desirable for the purpose of implementing and carrying out the purposes of this Resolution and the transactions herein approved or authorized, including but not limited to, any non-substantive changes to the Agreement attached herein.

SECTION 7. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney

SERVICES AGREEMENT BETWEEN THE CITY OF VERNON AND LAURENE
MASCOLA, M.D., M.P.H., FOR HEALTH OFFICER SERVICES

COVER PAGE

Contractor:	Laurene Mascola, M.D., M.P.H.
Notice Information - Contractor:	Laurene Mascola Address on file with Health Department Telephone: (818) 952-4148
Notice Information - City:	City of Vernon 4305 Santa Fe Avenue Vernon, CA 90058 Attention: Freddie Agyin, Director of Health and Environmental Control Telephone: (323) 826-1448
Commencement Date:	July 1, 2022
Termination Date:	June 30, 2025
Consideration:	Total not to exceed \$50,000.00 (includes all applicable sales tax); and more particularly described in Exhibit B
Records Retention Period	Three (3) years, pursuant to Section 11.20

Services Agreement with Laurene Mascola, M.D., M.P.H

SERVICES AGREEMENT BETWEEN THE CITY OF VERNON AND LAURENE MASCOLA,
M.D., M.P.H., FOR HEALTH OFFICER SERVICES

This Agreement is made between the City of Vernon ("City"), a California charter City and California municipal corporation ("City"), and Laurene Mascola, M.D., M.P.H., ("Contractor").

The City and Contractor agree as follows:

1.0 EMPLOYMENT OF CONTRACTOR. City agrees to engage Contractor to perform the services as hereinafter set forth as authorized by the City Council on July 19, 2022

2.0 SCOPE OF SERVICES.

2.1 Contractor shall perform all work necessary to complete the services set forth in the Scope of Services Exhibit "A", a copy which is attached to and incorporated into this Agreement by reference.

2.2 All services shall be performed to the satisfaction of City.

2.3 All services shall be performed in a competent, professional, and satisfactory manner in accordance with the prevailing industry standards for such services.

3.0 PERSONNEL.

3.1 Contractor represents that it employs, or will employ, at its own expense, all personnel required to perform the services under this Agreement.

3.2 Contractor shall not subcontract any services to be performed by it under this Agreement without prior written approval of City.

3.3 All of the services required hereunder will be performed by Contractor or by City approved subcontractors. Contractor, and all personnel engaged in the work, shall be fully qualified and authorized or permitted under State and local law to perform such services and shall be subject to approval by the City.

4.0 TERM. The term of this Agreement shall commence on July 1, 2022 and it shall continue until June 30, 2025, unless terminated at an earlier date pursuant to the provisions thereof.

5.0 COMPENSATION AND FEES.

5.1 Contractor has established rates for the City of Vernon which are comparable to and do not exceed the best rates offered to other governmental entities in and around Los Angeles County for the same services. For satisfactory and timely performance of the services, the City will pay Contractor in accordance with the payment schedule set forth in Exhibit "B" attached hereto and incorporated herein by reference.

Services Agreement with Laurene Mascola, M.D., M.P.H

5.2 Contractor's grand total compensation for the entire term of this Agreement, shall not exceed \$50,000.00 without the prior authorization of the City, as appropriate, and written amendment of this Agreement.

5.3 Contractor shall, at its sole cost and expense, furnish all necessary and incidental labor, material, supplies, facilities, equipment, and transportation which may be required for furnishing services pursuant to this Agreement. Materials shall be of the highest quality. The above Agreement fee shall include all staff time and all clerical, administrative, overhead, insurance, reproduction, telephone, air travel, auto rental, subsistence, and all related costs and expenses.

5.4 City shall reimburse Contractor only for those costs or expenses specifically approved in this Agreement, or specifically approved in writing in advance by City. Unless otherwise approved, such costs shall be limited and include nothing more than the following costs incurred by Contractor:

5.4.1 The actual costs of subcontractors for performance of any of the services that Contractor agrees to render pursuant to this Agreement, which have been approved in advance by City and awarded in accordance with this Agreement.

5.4.2 Approved reproduction charges.

5.4.3 Actual costs and/or other costs and/or payments specifically authorized in advance in writing and incurred by Contractor in the performance of this Agreement.

5.5 Contractor shall not receive any compensation for extra work performed without the prior written authorization of City. As used herein, "extra work" means any work that is determined by City to be necessary for the proper completion of the Project, but which is not included within the Scope of Services and which the parties did not reasonably anticipate would be necessary at the time of execution of this Agreement. Compensation for any authorized extra work shall be paid in accordance with the payment schedule as set forth in Exhibit "B," if the extra work has been approved by the City.

5.6 Licenses, Permits, Fees, and Assessments. Contractor shall obtain, at Contractor's sole cost and expense, such licenses, permits, and approvals as may be required by law for the performance of the services required by this Agreement. Contractor shall have the sole obligation to pay for any fees, assessments, and taxes, plus applicable penalties and interest, which may be imposed by law and which arise from or are necessary for the performance of the Services by this Agreement.

Services Agreement with Laurene Mascola, M.D., M.P.H

6.0 PAYMENT.

6.1 As scheduled services are completed, Contractor shall submit to the City an invoice for the services completed, authorized expenses, and authorized extra work actually performed or incurred according to said schedule.

6.2 Each such invoice shall state the basis for the amount invoiced, including a detailed description of the services completed, the number of hours spent, reimbursable expenses incurred and any extra work performed.

6.3 Contractor shall also submit a progress report with each invoice that describes in reasonable detail the services and the extra work, if any, performed in the immediately preceding calendar month.

6.4 Contractor understands and agrees that invoices which lack sufficient detail to measure performance will be returned and not processed for payment.

6.5 City will pay Contractor the amount invoiced within thirty (30) days after the City approves the invoice.

6.6 Payment of such invoices shall be payment in full for all services, authorized costs, and authorized extra work covered by that invoice.

7.0 CITY'S RESPONSIBILITY. City shall cooperate with Contractor as may be reasonably necessary for Contractor to perform its services; and will give any required decisions as promptly as practicable so as to avoid unreasonable delay in the progress of Contractor's services.

8.0 COORDINATION OF SERVICES. Contractor agrees to work closely with City staff in the performance of Services and shall be available to City's staff, consultants, and other staff at all reasonable times.

9.0 INDEMNITY. City agrees to indemnify Contractor, and will hold and save her harmless from, any and all actions, suits, claims, damages to persons or property, losses, costs, penalties, obligations, errors, omissions or liabilities (herein "claims or liabilities"), including but not limited to professional negligence, that may be asserted or claimed by any person, firm or entity arising out of or in connection with the work, operations or activities of City, its agents, employees, subcontractors, or invitees, provided for herein, or arising from the acts or omissions of City hereunder, or arising from City's performance of or failure to perform any term, provision, covenant or condition of this Agreement, except to the extent such claims or liabilities arise from the gross negligence or willful misconduct of Contractor.

10.0 INSURANCE. City has been informed and accepts, in approving this Agreement that Contractor does not maintain Professional Liability or Errors and Omissions Insurance. The

Services Agreement with Laurene Mascola, M.D., M.P.H

acknowledgement and acceptance set forth herein is subject to the Indemnification and Immunities provisions set forth in Section 9.0, above.

11.0 GENERAL TERMS AND CONDITIONS.

11.1 INDEPENDENT CONTRACTOR.

11.1.1 It is understood that in the performance of the services herein provided for, Contractor shall be, and is, an independent contractor, and is not an agent, officer or employee of City and shall furnish such services in its own manner and method except as required by this Agreement, or any applicable statute, rule, or regulation. Further, Contractor has and shall retain the right to exercise full control over the employment, direction, compensation and discharge of all persons employed by Contractor in the performance of the services hereunder. City assumes no liability for Contractor's actions and performance, nor assumes responsibility for taxes, bonds, payments, or other commitments, implied or explicit, by or for Contractor. Contractor shall be solely responsible for, and shall indemnify, defend and save City harmless from all matters relating to the payment of its employees, subcontractors and independent contractors, including compliance with social security, withholding and all other wages, salaries, benefits, taxes, exactions, and regulations of any nature whatsoever.

11.1.2 Contractor acknowledges that Contractor and any subcontractors, agents or employees employed by Contractor shall not, under any circumstances, be considered employees of the City, and that they shall not be entitled to any of the benefits or rights afforded employees of City, including, but not limited to, sick leave, vacation leave, holiday pay, Public Employees Retirement System benefits, or health, life, dental, long-term disability or workers' compensation insurance benefits.

11.2 CONTRACTOR NOT AGENT. Except as the City may authorize in writing, Contractor and its subcontractors shall have no authority, express or implied, to act on behalf of or bind the City in any capacity whatsoever as agents or otherwise.

11.3 OWNERSHIP OF WORK. All documents and materials furnished by the City to Contractor shall remain the property of the City and shall be returned to the City upon termination of this Agreement. All reports, drawings, plans, specifications, computer tapes, floppy disks and printouts, studies, memoranda, computation sheets, and other documents prepared by Contractor in furtherance of the work shall be the sole property of City and shall be delivered to City whenever requested at no additional cost to the City. Contractor shall keep such documents and materials on file and available for audit by the City for at least three (3) years after completion or earlier termination of this Agreement. Contractor may make duplicate

Services Agreement with Laurene Mascola, M.D., M.P.H

copies of such materials and documents for its own files or for such other purposes as may be authorized in writing by the City.

11.4 CORRECTION OF WORK. Contractor shall promptly correct any defective, inaccurate or incomplete tasks, deliverables, goods, services and other work, without additional cost to the City. The performance or acceptance of services furnished by Contractor shall not relieve the Contractor from the obligation to correct subsequently discovered defects, inaccuracy, or incompleteness.

11.5 RESPONSIBILITY FOR ERRORS. Contractor shall be responsible for its work and results under this Agreement. Contractor, when requested, shall furnish clarification and/or explanation as may be required by the City, regarding any services rendered under this Agreement at no additional cost to City. In the event that an error or omission attributable to Contractor occurs, then Contractor shall, at no cost to City, provide all necessary design drawings, estimates and other Contractor professional services necessary to rectify and correct the matter to the sole satisfaction of City and to participate in any meeting required with regard to the correction.

11.6 WAIVER. The City's waiver of any term, condition, breach, or default of this Agreement shall not be considered to be a waiver of any other term, condition, default or breach, nor of a subsequent breach of the one waived. The delay or failure of either party at any time to require performance or compliance by the other of any of its obligations or agreements shall in no way be deemed a waiver of those rights to require such performance or compliance. No waiver of any provision of this Agreement shall be effective unless in writing and executed by a duly authorized representative of the party against whom enforcement of a waiver is sought.

11.7 SUCCESSORS. This Agreement shall inure to the benefit of, and shall be binding upon, the parties hereto and their respective heirs, successors, and/or assigns.

11.8 NO ASSIGNMENT. Contractor shall not assign or transfer this Agreement or any rights hereunder without the prior written consent of the City and approval by the City Attorney, which may be withheld in the City's sole discretion. Any unauthorized assignment or transfer shall be null and void and shall constitute a material breach by the Contractor of its obligations under this Agreement. No assignment shall release the original parties from their obligations or otherwise constitute a novation.

11.9 COMPLIANCE WITH LAWS. Contractor shall comply with all Federal, State, County and City laws, ordinances, rules and regulations, which are, as amended from time to time, incorporated herein and applicable to the performance hereof. Violation of any law

Services Agreement with Laurene Mascola, M.D., M.P.H

material to performance of this Agreement shall entitle the City to terminate the Agreement and otherwise pursue its remedies. Further, if the Contractor performs any work knowing it to be contrary to such laws, rules, and regulations Contractor shall be solely responsible for all costs arising therefrom.

11.10 ATTORNEY'S FEES. If any action at law or in equity is brought to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs, and necessary disbursements in addition to any other relief to which such party may be entitled.

11.11 INTERPRETATION.

11.11.1 Applicable Law. This Agreement shall be deemed an agreement and shall be governed by and construed in accordance with the laws of the State of California. Contractor agrees that the State and Federal courts which sit in the State of California shall have exclusive jurisdiction over all controversies and disputes arising hereunder, and submits to the jurisdiction thereof.

11.11.2 Entire Agreement. This Agreement, including any exhibits attached hereto, constitutes the entire agreement and understanding between the parties regarding its subject matter and supersedes all prior or contemporaneous negotiations, representations, understandings, correspondence, documentation, and agreements (written or oral).

11.11.3 Written Amendment. This Agreement may only be changed by written amendment executed by Contractor and the City Administrator or other authorized representative of the City, subject to any requisite authorization by the City Council. Any oral representations or modifications concerning this Agreement shall be of no force or effect.

11.11.4 Severability. If any provision in this Agreement is held by any court of competent jurisdiction to be invalid, illegal, void, or unenforceable, such portion shall be deemed severed from this Agreement, and the remaining provisions shall nevertheless continue in full force and effect as fully as though such invalid, illegal, or unenforceable portion had never been part of this Agreement.

11.11.5 Order of Precedence. In case of conflict between the terms of this Agreement and the terms contained in any document attached as an Exhibit or otherwise incorporated by reference, the terms of this Agreement shall strictly prevail.

11.11.6 Construction. In the event an ambiguity or question of intent or interpretation arises with respect to this Agreement, this Agreement shall be construed as if drafted jointly by the parties and in accordance with its fair meaning. There shall be no

Services Agreement with Laurene Mascola, M.D., M.P.H

presumption or burden of proof favoring or disfavoring any party by virtue of the authorship of any of the provisions of this Agreement.

11.12 TIME OF ESSENCE. Time is strictly of the essence of this agreement and each and every covenant, term, and provision hereof.

11.13 AUTHORITY OF CONTRACTOR. The Contractor hereby represents and warrants to the City that the Contractor has the right, power, legal capacity, and authority to enter into and perform its obligations under this Agreement, and its execution of this Agreement has been duly authorized.

11.14 ARBITRATION OF DISPUTES. Any dispute for under \$25,000 arising out of or relating to the negotiation, construction, performance, non-performance, breach, or any other aspect of this Agreement, shall be settled by binding arbitration in accordance with the Commercial Rules of the American Arbitration Association at Los Angeles, California and judgment upon the award rendered by the Arbitrators may be entered in any court having jurisdiction thereof. The City does not waive its right to object to the timeliness or sufficiency of any claim filed or required to be filed against the City and reserves the right to conduct full discovery.

11.15 NOTICES. Any notice or demand to be given by one party to the other must be given in writing and by personal delivery or prepaid first-class, registered or certified mail, addressed as follows. Notice simply to the City of Vernon or any other City department is not adequate notice.

If to the City:

City of Vernon
Attention: Freddie Agyin, Director of Health and Environmental Control
4305 Santa Fe Avenue
Vernon, CA 90058

If to the Contractor:

Laurene Mascola, M.D., M.P.H.
Address on file with Health Department

Any such notice shall be deemed to have been given upon delivery, if personally delivered, or, if mailed, upon receipt, or upon expiration of three (3) business days from the date of posting, whichever is earlier. Either party may change the address at which it desires to receive notice upon giving written notice of such request to the other party.

Services Agreement with Laurene Mascola, M.D., M.P.H

11.16 NO THIRD PARTY RIGHTS. This Agreement is entered into for the sole benefit of City and Contractor and no other parties are intended to be direct or incidental beneficiaries of this Agreement and no third party shall have any right or remedy in, under, or to this Agreement.

11.17 TERMINATION FOR CONVENIENCE (Without Cause). City may terminate this Agreement in whole or in part at any time, for any cause or without cause, upon fifteen (15) calendar days' written notice to Contractor. If the Agreement is thus terminated by City for reasons other than Contractor's failure to perform its obligations, City shall pay Contractor a prorated amount based on the services satisfactorily completed and accepted prior to the effective date of termination. Such payment shall be Contractor's exclusive remedy for termination without cause.

11.18 DEFAULT. In the event either party materially defaults in its obligations hereunder, the other party may declare a default and terminate this Agreement by written notice to the defaulting party. The notice shall specify the basis for the default. The Agreement shall terminate unless such default is cured before the effective date of termination stated in such notice, which date shall be no sooner than ten (10) days after the date of the notice. In case of default by Contractor, the City reserves the right to procure the goods or services from other sources and to hold the Contractor responsible for any excess costs occasioned to the City thereby. Contractor shall not be held accountable for additional costs incurred due to delay or default as a result of Force Majeure. Contractor must notify the City immediately upon knowing that non-performance or delay will apply to this Agreement as a result of Force Majeure. At that time Contractor is to submit in writing a Recovery Plan for this Agreement. If the Recovery Plan is not acceptable to the City or not received within 10 days of the necessary notification of Force Majeure default, then the City may cancel this order in its entirety at no cost to the City, owing only for goods and services completed to that point.

11.19 TERMINATION FOR CAUSE. Termination for cause shall relieve the terminating party of further liability or responsibility under this Agreement, including the payment of money, except for payment for services satisfactorily and timely performed prior to the service of the notice of termination, and except for reimbursement of (1) any payments made by the City for service not subsequently performed in a timely and satisfactory manner, and (2) costs incurred by the City in obtaining substitute performance. If this Agreement is terminated as provided herein, City may require, at no additional cost to City, that Contractor provide all finished or unfinished documents, data, and other information of any kind prepared by Contractor in connection with the performance of Services under this Agreement. Contractor

Services Agreement with Laurene Mascola, M.D., M.P.H

shall be required to provide such document and other information within fifteen (15) days of the request.

11.19.1 Additional Services. In the event this Agreement is terminated in whole or in part as provided herein, City may procure, upon such terms and in such manner as it may determine appropriate, services similar to those terminated.

11.20 MAINTENANCE AND INSPECTION OF RECORDS.

The City, or its authorized auditors or representatives, shall have access to and the right to audit and reproduce any of the Contractor's records to the extent the City deems necessary to insure it is receiving all money to which it is entitled under the Agreement and/or is paying only the amounts to which Contractor is properly entitled under the Agreement or for other purposes relating to the Agreement.

The Contractor shall maintain and preserve all such records for a period of at least three (3) years after termination of the Agreement.

The Contractor shall maintain all such records in the City of Vernon. If not, the Contractor shall, upon request, promptly deliver the records to the City of Vernon or reimburse the City for all reasonable and extra costs incurred in conducting the audit at a location other than the City of Vernon, including, but not limited to, such additional (out of the City) expenses for personnel, salaries, private auditors, travel, lodging, meals, and overhead.

11.21 CONFLICT. Contractor hereby represents, warrants, and certifies that no member, officer, or employee of the Contractor is a director, officer, or employee of the City of Vernon, or a member of any of its boards, commissions, or committees, except to the extent permitted by law.

11.22 HEADINGS. Paragraphs and subparagraph headings contained in this Agreement are included solely for convenience and are not intended to modify, explain or to be a full or accurate description of the content thereof and shall not in any way affect the meaning or interpretation of this Agreement.

11.23 ENFORCEMENT OF WAGE AND HOUR LAWS. Eight hours labor constitutes a legal day's work. The Contractor, or subcontractor, if any, shall forfeit twenty-five dollars (\$25) for each worker employed in the execution of this Agreement by the respective Contractor or subcontractor for each calendar day during which the worker is required or permitted to work more than 8 hours in any one calendar day and 40 hours in any one calendar week in violation of the provisions of Sections 1810 through 1815 of the California Labor Code as a penalty paid to the City; provided, however, work performed by employees of contractors in excess of 8 hours per day, and 40 hours during any one week, shall be permitted upon

Services Agreement with Laurene Mascola, M.D., M.P.H

compensation for all hours worked in excess of 8 hours per day at not less than 1½ times the basic rate of pay.

11.24 EQUAL EMPLOYMENT OPPORTUNITY PRACTICES. Contractor certifies and represents that, during the performance of this Agreement, it and any other parties with whom it may subcontract shall adhere to equal employment opportunity practices to assure that applicants, employees and recipients of service are treated equally and are not discriminated against because of their race, religion, color, national origin, ancestry, disability, sex, age, medical condition, sexual orientation or marital status. Contractor further certifies that it will not maintain any segregated facilities. Contractor further agrees to comply with The Equal Employment Opportunity Practices provisions as set forth in Exhibit "C".

[Signatures Begin on Next Page].

Services Agreement with Laurene Mascola, M.D., M.P.H

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Commencement Date stated on the cover page.

City of Vernon, a California charter City
and California municipal corporation

Laurene Mascola, M.D., M.P.H.

By: _____
Carlos R. Fandino, Jr.,
City Administrator

By: _____

Name: Laurene Mascola

Title: Physician

ATTEST:

Lisa Pope,
City Clerk

APPROVED AS TO FORM:

Zaynah N. Moussa,
Interim City Attorney

Services Agreement with Laurene Mascola, M.D., M.P.H

EXHIBIT A
SCOPE OF SERVICE

Background:

The City of Vernon is an industrial city of 5.2 square miles located several miles to the southeast of Downtown Los Angeles in Southern California. Vernon currently houses more than 1,800 businesses that employ approximately 55,000 people, serving as a vital economic engine in the region. Offering an environment uniquely friendly to business. Vernon is the home to industries including food and agriculture, apparel, steel, plastics, logistics, and home furnishings. Vernon is also home to approximately 300 residents.

Public Health Officer:

The City of Vernon is seeking a qualified contractor to serve as a contract Health Officer for the Department of Health and Environmental Control. The individual will assume the duties of the Health Officer set forth in the Health and Safety Code of the State, including working jointly with the Director of Health and Environmental Control to assure the effectiveness of the mandated health protection function of local government.

The individual will receive general direction from the Director of Health and Environmental Control Department. Services shall be limited to no more than fifteen (15) hours per week unless approved in advance by the Director of Health and Environmental Control. Duties may include, but are not limited to, the following which are referenced in the California Health and Safety Code:

- Serve as the Health Officer for the City of Vernon and advise the Department of Health and Environmental Control in preventive measures to protect and preserve the public health.
- Work with the Director of the Department of Health and Environmental Control to take measures that may be necessary to prevent and control the spread of disease.
- Consult with physicians in the diagnosis, investigation, and treatment of communicable diseases.
- Consult and provide policy recommendations regarding communicable disease control, outbreak investigations, and emergency preparedness and response.
- Provide recommendations regarding the declaration of local emergencies, as indicated.
- Work with the Director of Health and Environmental Control to ensure the enforcement of codes and regulations, as well as local ordinances through mechanisms up to, and including, the use of police powers.
- Advise policy-makers on community design issues that affect health, the development of public health policy, and implementation of effective public health programs.
- Work with the Director of Health and Environmental Control to inform, educate, and

Services Agreement with Laurene Mascola, M.D., M.P.H

empower the community and individuals about health issues.

- Provide recommendations to protect and advance the health of the city by educating the public, advocating for effective disease prevention and health promotion programs and activities.
- Assist in the assessment and reporting on the health status of the community, using multiple epidemiological survey and statistical methods.
- Represent the city before Boards, Commissions, political bodies, associations, and the general public.
- Coordinate with other health officers regionally and statewide.
- Direct the inspection, examination, isolation, quarantine, and decontamination of persons, places, and things within the city necessary to protect the public health
- Inform the City Council about types of health issues that may affect the city.
- Assist the Department in planning, organizing, and coordinating all-hazard disaster preparedness and response.
- Consult with medical and administrative staff of local hospitals and academic centers and assist the Department in surveillance and planning for improvement of public health indicators.
- Assist the Department with writing local ordinances and the interpretation of state laws
- Perform related duties as needed.

QUALIFICATIONS:

Knowledge of:

- Clinical medicine, public health and health care (e.g., epidemiology, biostatistics, environmental health, maternal and child health) management and administration.
- Federal, State and local laws governing public health programs and laws, statutes, and regulations governing California Health Services providers and JCAHO and other regulatory requirements.
- The legislative process.
- Disaster preparedness and the National Incident Management system (NIMS).
- Principles of government organization, public financing, and budgeting.
- Quality assurance as it applies to public health programs/services.
- The latest developments in medicine including local public health programs and ethics.

Services Agreement with Laurene Mascola, M.D., M.P.H

Skill/Ability to:

- Serve as public health link to the local medical community and local medical association
Understand, interpret and apply provisions of federal, state and local legislation, rules and regulations pertinent to the administration of Public Health programs, including COVID-19 protocols.
- Evaluate health risks and hazards and communicate information effectively and Proactively.
- Facilitate the interaction of and foster partnerships with a complex mix of public agencies, community-based organizations, and the private sector that impact public health and policy.
- Provide written and oral communication in various forms such as reports, and recommendations, memos.

Education and Experience:

The candidate must be a physician. Any combination of education and experience that would likely provide the required knowledge and skills. Completion of a residency program and three years of administrative or supervisory experience. A Master's degree in Public Health and/or completion of a residency in preventive medicine is required.

Licensure/Certification:

License to practice medicine in the State of California and in good standing.

Services Agreement with Laurene Mascola, M.D., M.P.H

EXHIBIT B

SCHEDULE

Hourly Rate: \$300 per hour

Contractor shall bill at the applicable hourly rate for services provided under the Services Agreement for City of Vernon Health Officer Services.

Contractor shall submit invoices to the City of Vernon, Director of Health and Environmental Control on a bi-weekly basis.

In addition to the compensation provided above, the City will reimburse Contractor for reasonable travel-related costs and expenses for work performed under this contract, including mileage for ground transportation n the amount set forth by the Internal Revenue Service standard mileage rate. Travel expenses or travel time beyond Southern California must be approved by the Director of Health and Environmental Control in writing and in advance.

Services Agreement with Laurene Mascola, M.D., M.P.H

EXHIBIT C

EQUAL EMPLOYMENT OPPORTUNITY

PRACTICES PROVISIONS

- A. Contractor certifies and represents that, during the performance of this Agreement, the contractor and each subcontractor shall adhere to equal opportunity employment practices to assure that applicants and employees are treated equally and are not discriminated against because of their race, religious creed, color, national origin, ancestry, handicap, sex, or age. Contractor further certifies that it will not maintain any segregated facilities.
- B. Contractor agrees that it shall, in all solicitations or advertisements for applicants for employment placed by or on behalf of Contractor, state that it is an "Equal Opportunity Employer" or that all qualified applicants will receive consideration for employment without regard to their race, religious creed, color, national origin, ancestry, handicap, sex or age.
- C. Contractor agrees that it shall, if requested to do so by the City, certify that it has not, in the performance of this Agreement, discriminated against applicants or employees because of their membership in a protected class.
- D. Contractor agrees to provide the City with access to, and, if requested to do so by City, through its awarding authority, provide copies of all of its records pertaining or relating to its employment practices, except to the extent such records or portions of such records are confidential or privileged under state or federal law.
- E. Nothing contained in this Agreement shall be construed in any manner as to require or permit any act which is prohibited by law.

City Council Agenda Item Report

Submitted by: Eva Muro
Submitting Department: City Attorney
Meeting Date: July 19, 2022

SUBJECT

Amendment No. 2 to the Attorney Services Agreement (Litigation) between the City of Vernon and Burke, Williams & Sorensen, LLP

Recommendation:

Approve and authorize the City Administrator to execute Amendment No. 2 to the Attorney Services Agreement (Litigation) with Burke, Williams & Sorensen, LLP (Burke Williams), in substantially the same form as submitted, to increase the total not-to-exceed amount by an additional \$7,648.14 to cover costs and expenses through the expiration of the contract term.

Background:

On May 21, 2019, the City Administrator approved an Attorney Services Agreement (Litigation) for specialized outside legal services with Burke Williams. Burke Williams was selected for specialized litigation and/or advisory matters through the City Attorney's Office 2019 Request for Proposals for Outside Legal Services. Under the Attorney Services Agreement, Burke Williams has handled multiple tort lawsuits alleged against the City which required extensive discovery and motion practice, as well as specialized municipal advisory services as needed. In light of the ongoing litigation of several significant matters, on December 3, 2019, the City Council approved an Amendment No. 1 to increase the total not-to-exceed amount by an additional \$150,000.

The term of the Attorney Services Agreement between the City and Burke Williams was May 20, 2019 through May 19, 2022. In order to cover the total costs and expenses incurred through the end of the contract term, staff is requesting authority to enter into Amendment No. 2, which would increase the contract not-to-exceed amount by \$7,648.14, and maintains all existing terms under the Agreement.

In light of the expiration of the previous Agreement, and pursuant to the City Attorney's Office's 2021 Request for Proposals process, City Council approved a new Attorney Services Agreement with Burke Williams on May 17, 2022. Current and future litigation and advisory services by Burke Williams will be covered under the new Agreement, which has a term of May 20, 2022 through May 19, 2025, and a total not-to-exceed amount of \$150,000.

Fiscal Impact:

The proposed amendment would increase the contract not-to-exceed amount by \$7,648.14, and the maximum fiscal impact to the City under the proposed contract term is \$257,648.14. Sufficient funds have been budgeted in the City Attorneys Professional Services – Legal Account No. 011.1024.593200.

Attachments:

1. [Amendment No. 2 - Burke, Williams and Sorensen](#)

**AMENDMENT NO. 2 TO THE ATTORNEY SERVICES AGREEMENT (LITIGATION)
BETWEEN THE CITY OF VERNON AND BURKE, WILLIAMS & SORENSEN, LLP
FOR SPECIALIZED OUTSIDE LEGAL SERVICES**

This Amendment (“Amendment No. 2”) to that certain Agreement for specialized legal services dated May 20, 2019, (the “Agreement”), is made as of July 19, 2022, by and between the City of Vernon, a California charter city and municipal corporation (the “City”), and Burke, Williams & Sorensen, LLP (“Associate Counsel”), a limited liability partnership.

WHEREAS, the City and Associate Counsel are parties to a written Agreement, as amended, dated May 20, 2019, under which Associate Counsel assist the City Attorney’s Office in various specialized litigation and/or advisory matters from time to time on an as needed basis; and

WHEREAS, the City and Associate Counsel desire to amend the Agreement to increase the total not to exceed amount by an additional \$7,648.14.

NOW, THEREFORE, the parties to this Amendment No. 2 agree as follows:

1. Effective as of July 19, 2022, the total amount not to exceed for the period of May 20, 2019 through May 19, 2022 shall not exceed a total amount of \$257,648.14.
2. Except as expressly modified by this Amendment No. 2, all provisions of the Agreement shall remain in full force and effect.
3. The provisions of this Amendment No. 2 shall constitute the entire agreement of the parties with respect to the subject matter included in this Amendment No. 2 and shall supersede any other agreement, understanding, or arrangement, whether written or oral, between the parties with respect to the subject matter of this Amendment No. 2, with the exception of joint representation and/or conflict waiver agreements related to matters handled by Associate Counsel.
4. The person or persons executing this Amendment No. 2 on behalf of each of the parties warrants and represents that he or she has the authority to execute this Amendment No. 2 on behalf of that party and has the authority to bind that party to the performance of its obligations hereunder.

IN WITNESS WHEREOF, the parties have signed this Amendment No. 2 as of the date stated in the introductory clause.

[SIGNATURES FOLLOW ON NEXT PAGE]

CITY OF VERNON, a California charter city
and municipal corporation

Burke, Williams & Sorensen, LLP, a limited
liability partnership

By: _____
Carlos Fandino, City Administrator

By: _____

Name: _____

Title: _____

ATTEST:

By: _____

Lisa Pope, City Clerk

Name: _____

Title: _____

APPROVED AS TO FORM:

Zaynah N. Moussa,
Interim City Attorney

City Council Agenda Item Report

Submitted by: Brittany Rodriguez
Submitting Department: City Administration
Meeting Date: July 19, 2022

SUBJECT

Purchase Contract with Carahsoft Technology Corp.

Recommendation:

Approve the issuance of a Purchase Contract with Carahsoft Technology Corp. in an amount not to exceed \$150,000 for a one-year period.

Background:

The Information Technology Division currently procures various software systems and related necessary maintenance services through Carahsoft Technology Corp. (Carahsoft). Carahsoft is a government IT solutions provider for public sector organizations across Federal, State and Local Government agencies. Carahsoft thoroughly understands the City's procurement process and is able to provide competitive government pricing for products and services utilized by various Departments in the City. The proposed purchase contract with Carahsoft requires City Council approval pursuant to Section 3.32.030(A) of the Vernon Municipal Code, as it exceeds \$100,000.

During the 2022-23 fiscal year, the Information Technology Division anticipates purchasing the following products and services from Carahsoft at the below estimated pricing:

- Granicus-Agenda Management: \$26,000
- Granicus-Disclosure Docs-Online form 700 filing software: \$4,000
- Granicus-Website Maintenance: \$5,000
- SecureWorks: \$55,000
- DocuSign (Electronic e-signature platform): \$22,122.57
- VMWare NSX Support (Protection of network infrastructure): \$7,832.18
- Web Application Firewall (Cyber security): \$22,799.96
- iSensor Subscription (Network traffic monitoring): \$14,644.4

Each of the purchases noted above would still require review and approvals on a case-by-case basis by the City's purchasing Department, Finance Director and/or City Administrator as appropriate.

Fiscal Impact:

Staff is recommending a not-to-exceed amount of \$150,000 with Carahsoft for a one-year period. Sufficient funds to cover the cost for Fiscal Year 2022-23 are available in Information Technology's Account No. 011.9019.590110 and Account 011.9019.565210.

Attachments:

None.

City Council Agenda Item Report

Submitted by: Daniel Wall
Submitting Department: Public Works
Meeting Date: July 19, 2022

SUBJECT

10-Day Report on Urgency Moratorium on Warehouse Uses, Freight and Terminals, Container Storage and Parking

Recommendation:

- A. Find that the proposed action is exempt from California Environmental Quality Act (CEQA) review, because it is general policy and procedure-making activity that is unrelated to any specific project, which must undergo separate CEQA review, and that will not result in direct physical changes or reasonably foreseeable indirect physical changes in the environment, and therefore does not constitute a “project” as defined by CEQA Guidelines Section 15378; and
- B. Receive and file 10-Day Report on Urgency Moratorium on Warehouse Uses, Freight and Terminals, Container Storage and Parking.

Background:

On June 21, 2022, pursuant to Government Code Section 65858, the City Council adopted Ordinance No. 1283, a 45-day urgency moratorium ordinance. Ordinance No. 1283 was adopted to protect the public health, safety, and welfare by prohibiting the establishment, expansion, or modification of warehouse uses, freight terminals, truck terminals, container storage, and container parking in the City of Vernon. Government Code Section 65858(d), requires that at least 10-days prior to the expiration of a 45-day urgency ordinance, the City issue a written report describing the measures taken to alleviate the conditions which led to the adoption of the moratorium.

Measures Taken to Alleviate the Conditions that Led to the Adoption of the Urgency Ordinance

Actions addressing the underlying need for the moratorium are ongoing and include the following:

- Commencement of the process to amend Chapter 17 (Zoning Code) of the Vernon Municipal Code as it pertains to warehouse uses via a permanent ordinance that would change new warehouse uses on lots encompassing 150,000 square feet or more from allowance by right to approval through a Development Agreement
 - Use of a Development Agreement will allow the City to address community health and safety issues by evaluating warehouse development on a case-by-case basis. Establishing regulatory standards and criteria at the City level will ensure that land uses consider the quality of life of individuals living and working in the Vernon area, and that their welfare remains a priority.
- City staff have provided opportunities for stakeholders to offer feedback and ask questions regarding warehouse regulations
 - On June 30, 2022, staff met with stakeholders through the Vernon Chamber of Commerce

- On July 14, 2022, staff presented an item on warehouse regulation to the Vernon Business and Industry Commission (BIC)
- City Staff has noticed a public hearing on the proposed permanent ordinance in accordance with state law.

Next steps include the following:

- Submitting the draft ordinance to the City Council, with Business and Industry Commission input and recommendations, for introduction and first reading on August 2, 2022; and
- Return the draft ordinance to the City Council, with any requested changes, for second reading and adoption.

Continued Need for the Moratorium

As noted, actions addressing the underlying need for the moratorium are ongoing. Specifically, staff is preparing amendments to the Zoning Code. These Zoning Code amendments require a public hearing before the City Council, with adoption to follow a second reading at a subsequent Council meeting. Even if approved by the City Council in successive meetings, the proposed permanent ordinance would not take effect prior to the 45-day warehouse moratorium (authorized by Temporary Urgency Ordinance No. 1283) expires on August 5, 2022.

Under Government Code Section 65858(a), the City Council may extend the urgency ordinance and moratorium for an additional 10 months and 15 days, and subsequently for one year, for a total of two years. Due to noticing, public hearing and procedural requirements for the adoption of ordinances noted above, staff recommends that Ordinance 1283 remain in place until the permanent zoning change takes effect. Staff will present the recommendation to extend the urgency moratorium to City Council at the August 2 Council Meeting.

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

1. [Ordinance No. 1283](#)

INTERIM URGENCY ORDINANCE NO. 1283

AN INTERIM URGENCY ORDINANCE OF THE CITY COUNCIL OF THE CITY OF VERNON, PURSUANT TO GOVERNMENT CODE SECTION 65858, ADOPTING A 45-DAY TEMPORARY MORATORIUM ON THE ESTABLISHMENT, EXPANSION, OR MODIFICATION OF WAREHOUSE USES, FREIGHT TERMINALS, TRUCK TERMINALS, CONTAINER STORAGE, AND CONTAINER PARKING WITHIN THE CITY OF VERNON AND DECLARING THE URGENCY THEREOF

SECTION 1. Recitals.

- A. The City of Vernon (City) is a municipal corporation and a chartered city of the State of California organized and existing under its charter and the Constitution of the State of California.
- B. The State Planning and Zoning Law (California Government Code Sections 65000, et seq.) broadly empowers the City to plan for and regulate the use of land in order to provide for orderly development, the public health, safety, and welfare, and a balancing of property rights and the desires of the community.
- C. This Interim Urgency Ordinance is enacted pursuant to the authority conferred upon the City Council of the City of Vernon by Government Code Section 65858 and shall be in full force and effect immediately upon its adoption by a four-fifths (4/5) vote of the City Council as if, and to the same extent that, such Ordinance had been adopted pursuant to each of the individual sections set forth herein. The City Council of the City of Vernon also finds and declares that it is necessary and appropriate to adopt this Ordinance as an emergency measure, pursuant to Chapter 4.4 of the Charter of the City of Vernon, for the immediate preservation of the public safety, health, or peace.

THE CITY COUNCIL OF THE CITY OF VERNON HEREBY ORDAINS:

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct and are a substantial part of this Ordinance.

SECTION 3. Definitions. The following definitions are applicable to this Interim Urgency Ordinance, unless the context clearly indicates otherwise:

- A. "Cargo container" shall mean any container sufficiently durable for repeated use which, by virtue of its own particular design, permits the temporary storage and protection of bulk commodities, goods, and other cargo, and which may be transported in various modes without intermediate loading or unloading.
- B. "Cargo container storage" shall mean a facility for the storage or stacking of one or more cargo containers.

- C. "Cargo container parking" shall mean a facility for the parking of a trailer, detached from the tractor unit, on which one or more cargo containers may be loaded.
- D. "Director" means the Director of Public Works, or his/her designee.
- E. "Establishment" means to bring into existence (a new warehouse facility).
- F. "Expansion" means:
1. Any increase of the total size of the floor area of any existing building;
 2. Any expansion/intensification of truck yards, cargo container parking, and cargo container storage;
 3. Construction of any new structure on the premises of an existing business;
- G. "Facility" means a temporary or permanent use of land or use of premises, a building or structure, or part of a building or structure.
- H. "Industrial wholesale" means an industrial facility consisting of the exchange of large quantities of goods for future distribution and resale for financial or other considerations.
- I. "Modification" means making any changes, remodeling, or alterations to an existing building or site that require permits. Modification shall include change in tenant at an existing facility requiring a business license. A change in tenant means any amendment to a lease agreement that extends the term of the lease for more than three years, or a new lease agreement with a term longer than three years.
- J. "Permit" means any City planning land use approvals, any new business license tax permit (including the transfer of a business license from one owner to another), and any building, grading, plumbing, electrical, or mechanical permit, whether the approval or issuance is discretionary or ministerial.
- K. "Portable storage rental facility" means operations that rent individual storage containers to members of the public or businesses for the storage of a variety of items.
- L. "Truck" means all Federal Highway Administration (FHWA) vehicle classes including Class 5 or higher.
- M. "Truck yard" means a principal use of land for parking or storage of trucks in active use with or without servicing or repairing of trucks as an incidental use thereto.

-
- N. "Truck terminal" means a principal use of land or building where there are dock facilities for trucks, either partially enclosed or unenclosed, for the purposes of transferring goods or breaking down and assembling tractor-trailer transport.
- O. "Warehouse" means an industrial building used for the freight forwarding, deposit, storage, safekeeping, transportation of goods, distribution facilities, logistics services such as but not limited to material handling, packaging, inventory, transportation, storage, warehousing, industrial wholesale, portable storage rental facility, truck terminals, hazardous materials and/or hazardous waste facilities, truck yards, cargo container storage and cargo container parking, manufacturing uses with less than 50% of floor area devoted to manufacturing.

SECTION 4. Urgency Findings. In accordance with California Government Code Section 65858 and Vernon City Charter Chapter 4.4, in order to protect the public health, safety, and welfare, the City Council of the City of Vernon hereby finds, determines, and declares that:

- A. The City has experienced significant growth of large warehouses, distribution facilities, and related businesses. These facilities can generate unique environmental impacts on surrounding properties and the larger community, including frequent truck traffic, noise impacts from on-site operations, emissions and air quality issues, and maintenance impacts on City streets.
- B. Government Code Section 65858 expressly authorizes the City Council, in order to protect public health, safety, and welfare, to adopt an interim urgency ordinance prohibiting a use that is in conflict with a contemplated general plan, specific plan, or zoning proposal that the legislative body, planning commission, or planning department is considering or studying or intends to study within a reasonable time, provided that the urgency ordinance shall require a four-fifths (4/5) vote of the legislative body for adoption, and shall be of no further force and effect 45 days from its date of adoption, unless duly extended. Chapter 4.4 of the Vernon City Charter also authorizes the City Council to adopt an emergency ordinance for the immediate preservation of public safety, health, or peace.
- C. This Ordinance is being adopted to allow the City sufficient time to review, study and revise the City's laws, rules, procedures, and fees related to warehouse and related businesses in the City of Vernon. In light of the City's exceptionally low vacancy rate and continued growth of large warehouse and related facilities, the City Council finds that the following adverse public safety, health, and welfare impacts are of real concern:
- a. Establishment, expansion, or modification of warehouse and related businesses may create immediate irreversible and costly adverse impacts in the community; to wit, street damage, noise, vibration, and pollution. These impacts are already dire for the City and would worsen and become less

- manageable with every new warehouse facility that begins or expands its operation in the City of Vernon. The City cannot afford to continue to impose such impacts onto its budget and its citizens and cannot allow these impacts to accumulate any further while the General Plan and Zoning Code are updated, and Specific Plan or Plans are being developed.
- b. It is now essential to determine the development capacity within the City where such businesses are currently permitted, considering the capabilities of infrastructure and public services.
 - c. Through analysis of the impacts currently imposed by the current amount of truck traffic generated by warehouse and related facilities, traffic studies to determine ways in which to minimize truck traffic impacts, and measures that the City can take to mitigate or prevent impacts from logistics facilities altogether.
 - d. Absent the adoption of this Ordinance, the establishment, expansion, or modification of warehouse and related businesses could result in the negative and harmful secondary effects identified above.
 - e. As a result of the negative and harmful secondary effects associated with the establishment, expansion, or modification of warehouse and related businesses, the current and immediate threat these businesses pose to the public health, safety, and welfare, and the potential zoning conflicts that would be created by such development, it is necessary to adopt a temporary, forty-five (45) day moratorium on the establishment, expansion, or modification of warehouse and related businesses in the City.
 - f. A moratorium is necessary in order to protect the City and its residents, businesses and visitors from the potential health and safety impacts of logistics businesses, including air quality, noise, traffic, parking, and other impacts, and to preserve the quality of life and protect the health, safety, and welfare of the surrounding communities.
 - g. A moratorium is immediately required to preserve the public health, safety, and welfare and should be adopted immediately as an urgency ordinance, to make certain that permits for warehouse and related businesses are issued only under adequate regulations and consistent with the City's future goals for development and expansion. Imposition of a moratorium will allow the City sufficient time to conclude the preparation of comprehensive studies and plans for the regulation of such activities. The absence of this Ordinance would allow the proliferation of such businesses and their undesirable secondary impacts, and create a serious threat to the orderly and effective implementation of any amendments to the General Plan and the Zoning Code, and Specific Plan or

Plans being developed, as well as the vision for the City going forward, contemplated by the City Council.

- h. Truck trips generated by logistics facilities have direct impacts on the community including traffic, air quality, noise, vibrations, and health impacts on the community.
 - i. Truck traffic increases the maintenance costs of streets for the City. For example, a 1999 study for the City of Irwindale concluded that one loaded mining truck causes street damage equivalent to that caused by 10,000 automobiles. *City of Irwindale Mining Reclamation Impact Study*, prepared by Greystone, March 1999, Vol. I, p. iii @ 2.a., and Vol. II., pp. 25-29. A loaded mining truck weighs approximately 80,000 pounds, which is comparable to the average weight of loaded 18-wheeler trucks that commonly traverse the City of Vernon to and from warehouse facilities. The City intends to further research this issue and determine the impacts of trucks with three axles or more.
 - j. Trucks likely affect air quality, as their emissions are many times those of passenger vehicles, and thus are also likely to have concomitant health effects. Diesel engines emit a complex mixture of air pollutants, including both gaseous and solid material. The solid material in diesel exhaust is known as diesel particulate matter (DPM). DPM is considered a subset of particulate matter less than 2.5 microns in diameter (PM_{2.5}). Most PM_{2.5} derives from combustion, such as use of gasoline and diesel fuels by motor vehicles, DPM is most concentrated adjacent to freeways and streets traveled by trucks. PM_{2.5} is the size of ambient particulate matter air pollution most associated with adverse health effects of the air pollutants that have ambient air quality standards. These health effects include cardiovascular and respiratory hospitalizations, and premature death.
- D. Over the next few months, the City will update its General Plan and Zoning Code and adopt a Specific Plan or Plans to update its goals and policies for the development of the City. While the City recognizes the value of warehouse facilities, the City must balance the interests of such businesses on the one hand, and the well-being of the community, attraction of land uses that create high-paying jobs, generate revenues to pay for road maintenance and other essential services, and ensure that warehouse facilities mitigate their fair share of impacts on the City and the surrounding community.
- E. Because of the actual and potential detrimental impacts of warehouse and related uses upon the City, which impacts may not be presently adequately addressed by the City's existing ordinances and zoning regulations, there is a need to impose a temporary moratorium on the establishment, expansion, or modification of warehouse uses, freight terminals, truck terminals, container storage, and container parking uses in order to study and develop policy guidance and

potentially implement changes to the City's zoning regulations and General Plan update.

- F. The City Council further finds that the moratorium is a matter of local and Citywide importance and is not directed towards any particular person or entity that seeks to operate warehouse and related facilities.

SECTION 5. Moratorium.

- A. **Moratorium:** Based on the findings set forth herein for the immediate preservation of the public health, safety, and welfare, during the effective period of this Ordinance, no application for permit will be accepted, no consideration of any application for permit will be made, and no permit will be issued by the City for the establishment, expansion, or modification of any logistics facilities within the City until this Ordinance has expired or has been repealed according to applicable law. Subject to the Exemptions set forth below, all processing of existing applications for permits shall be suspended immediately.
- B. **Exemptions:** This Ordinance shall not apply to the following:
1. The annual renewal of an existing business license, any permits necessary for the routine maintenance of the buildings or sites, or any permits necessary for repairs required due to an emergency or to protect the public health, safety, and welfare shall not be considered issuance of a permit.
 2. Tenant improvements for current tenants within an existing building, provided the tenant improvements would not otherwise be considered an expansion or modification of the facility.
 3. Any new or renewed lease agreement, provided that the term does not exceed three (3) years.
 4. The establishment, expansion, or modification of any warehouse or related facilities with pending permits or that have already received full approvals and commenced construction or incurred expenses for construction prior to this Ordinance.

SECTION 6. Review and Study. During the period of this Ordinance, the Director of Public Works shall review and study the adverse impacts of and the benefits provided by, warehouse and related facilities in the City, so as to quantify the concerns described in Section 4, and shall recommend proposed revisions to the City's laws, rules, procedures, and fees related to these facilities, so as to enable the City to adequately and appropriately balance the rights of existing property owners and future applicants who wish to establish, expand, or modify logistics facilities, with the preservation of the health, safety and welfare of the communities.

SECTION 7. Written Report. Pursuant to Government Code Section 65858, staff must prepare for consideration by the City Council a written report describing measures taken to address the condition which led to the adoption of this urgency ordinance. The report will be provided to the City Council so that it may be considered and issued no later than ten (10) days prior to the expiration of this urgency ordinance.

SECTION 8. Authority. The City Council of the City of Vernon hereby adopts this Ordinance as an interim urgency measure pursuant to Government Code Section 65858 and Chapter 4.4. of the Charter of the City of Vernon to protect the public health, safety, and welfare, and is adopted and justified based on the findings of the City Council in Recitals of this Ordinance; which are supported by substantial evidence in the record associated with the City Council's consideration hereof.

SECTION 9. The City Council of the City of Vernon hereby passes this Ordinance by a four-fifths vote of the City Council. Accordingly, this urgency ordinance shall take effect immediately upon adoption for a period of 45 days, at which time it will automatically expire unless extended by the City Council as permitted under the Government Code.

SECTION 10. Any provision of the Vernon Municipal Code or appendices thereto inconsistent with the provisions of this Ordinance, to the extent of such inconsistencies and no further are repealed or modified to that extent necessary to affect the provisions of this Ordinance.

SECTION 11. If any section, subsection, paragraph, sentence, clause, phrase, or portion thereof, of this Ordinance is declared by a court of competent jurisdiction to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this Ordinance. The City Council hereby declares that it would have adopted this Ordinance, and each section, subsection, paragraph, sentence, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, paragraphs, sentences, clauses, phrases, or portions thereof, be declared invalid or unconstitutional. To this end, the provisions of this Ordinance are declared to be severable.

SECTION 12. The City Clerk shall certify the adoption and publish this ordinance as required by law.

SECTION 13: This Ordinance shall go into effect and be in full force and effect immediately upon adoption.

APPROVED AND ADOPTED this 21st day of June, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney

City Council Agenda Item Report

Submitted by: Lissette Melendez
Submitting Department: Public Works
Meeting Date: July 19, 2022

SUBJECT

Restricted Grant Agreements with the California Department of Transportation (CalTrans)

Recommendation:

Adopt Resolution No. 2022-24 authorizing the Director of Public Works to execute all Restricted Grant Agreements with the State of California, acting by and through the Department of Transportation.

Background:

The City applied for and was awarded a grant through the Clean California Local Grant Program (CCLGP) for \$1,663,736 for the construction of the Vernon Fitness Park (Project). Local Assistance programs like the CCLGP, funded with state-only funds are reimbursable programs. In order for CalTrans to pay funds to a Local Public Agency, such as the City, for grant funded projects, a Local Public Agency must enter into a Restricted Grant Agreement with the State.

A Restricted Grant Agreement defines the general terms and conditions which must be met to receive funds from the program for specific projects. CalTrans requires the City Council to declare by resolution certain authorizations relating to the execution of these Restricted Grant Agreements for restricted funds to be paid to the City. The adoption of Resolution No. 2022-24 authorizes the Director of Public Works to execute such agreements and any amendments thereto, and to sign agreements and certifications required by CalTrans throughout the Project to help ensure more timely payments to the City.

Fiscal Impact:

There is no fiscal impact associated with this report.

Attachments:

[1. Resolution No. 2022-24](#)

RESOLUTION NO. 2022-24

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON
AUTHORIZING THE DIRECTOR OF PUBLIC WORKS TO EXECUTE ALL
RESTRICTED GRANT AGREEMENTS WITH THE STATE OF
CALIFORNIA, ACTING BY AND THROUGH THE DEPARTMENT OF
TRANSPORTATION

SECTION 1. Recitals.

- A. The City of Vernon is eligible to receive State funding for certain transportation related work through the California Department of Transportation (CalTrans).
- B. A Restricted Grant Agreement must be executed with CalTrans before such funds can be claimed through the Clean California Local Grant Program.
- C. The City Council wishes to delegate authorization to execute the Restricted Grant Agreements with CalTrans and any amendments thereto to the Director of Public Works.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. The City Council of the City of Vernon hereby authorizes the Director of Public Works, or his or her designee, to execute all Restricted Grant Agreements, and any amendments thereto, necessary for the purposes of securing state-only funded program funds for, and on behalf of, the City of Vernon and to take whatever actions are deemed necessary or desirable for the purpose of implementing and carrying out the purposes of this Resolution and the actions herein approved or authorized.

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SECTION 4. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney

City Council Agenda Item Report

Submitted by: Michael Earl
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Appointment of Zaynah N. Moussa as City Attorney

Recommendation:

Adopt Resolution No. 2022-25 appointing Zaynah N. Moussa to serve as City Attorney for the City of Vernon effective July 19, 2022, and approving and authorizing the execution or a related at-will employment agreement.

Background:

On February 1, 2022, the City Council directed staff to secure the services of an executive recruiting firm to conduct a recruitment for the position of City Attorney. Quotes were solicited from executive recruiting firms that specialize in public sector executive recruitment and following a review of the proposals submitted, the Finance Director and City Administrator approved an agreement with Wendi Brown Creative Partners, Inc. (WBCP) to conduct the recruitment.

WBCP solicited input from a cross-section of community stakeholders to develop a candidate profile for recruitment of the next City Attorney. WBCP received a total of 29 applications from a group of very well qualified candidates possessing a variety of municipal government legal experience, including from current City Attorneys, Assistant City Attorneys, and senior attorneys from other public agencies. WBCP staff conducted phone screening interviews with 18 candidates. Following the initial screening, 15 candidates' profiles were reviewed with the City Council in closed session at its meeting of June 7, 2022. From that meeting, six candidates were recommended for interviews with a panel of internal and external subject matter experts; panel interviews were conducted on June 20, 2022. The interview panel recommended two candidates for further consideration. The two finalists had informal meetings with the City Administrator on June 23, 2022 and interviewed with the City Council in closed session at a Special City Council Meeting on June 27, 2022. At the conclusion of the City Council interviews, the City Council directed the City Administrator and Director of Human Resources to negotiate an at-will employment agreement with their desired candidate, Zaynah N. Moussa.

Zaynah N. Moussa has spent her entire career representing municipalities. She began her legal career at a private law firm working for public entities and focusing on litigation defense work with a specialization in high-exposure police defense and municipal liability cases involving allegations of excessive force, wrongful death, and dangerous conditions of public property. Ms. Moussa joined the City of Vernon City Attorney's Office in 2013 as part of the City's broad implementation of good governance measures. She has played a key role in moving the City forward in its goals towards becoming a model municipal government. She has been instrumental in developing and implementing new personnel policies, developing and standardizing template forms and contracts, as well as procurement policies and purchasing standards. Ms. Moussa has also provided sound legal advice in the area of labor and employment law assisting in the labor negotiations process, the transition of the City's fire

services to Los Angeles County, and advising the City in arbitration and civil litigation matters. Since July of 2021, Ms. Moussa has served as Interim City Attorney and, as such, has managed all City legal activities, including the City's re-acquisition of the Malburg Generation Station powerplant. During her term as Interim City Attorney, Ms. Moussa has greatly improved internal customer service to the City's various departments, and has significantly reduced the City's overall legal expenses. Ms. Moussa's commitment to the success of the City of Vernon is unwavering. Ms. Moussa has a Bachelor's Degree in Political Science from the University of Southern California and a Juris Doctor Degree from Loyola Law School.

Fiscal Impact:

The estimated annual cost for the City Attorney is approximately \$316,188 including salary and benefits (\$279,936 base salary and \$36,252 in benefit costs). Sufficient funds for the appointment of the City Attorney and approval of an At-Will Employment Agreement are available in the General Fund, City Attorney's Office Fiscal Year 2022-2023 budget.

Attachments:

[1. Resolution No. 2022-25](#)

RESOLUTION NO. 2022-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON
APPOINTING ZAYNAH N. MOUSSA TO SERVE AS THE CITY
ATTORNEY OF THE CITY OF VERNON AND APPROVING AND
AUTHORIZING THE EXECUTION OF A RELATED AT-WILL
EMPLOYMENT AGREEMENT

SECTION 1. Recitals.

- A. The City Attorney position has been vacant since July 2021.
- B. On February 1, 2022, the City Council of the City of Vernon authorized the Director of Human Resources to secure the services of an executive recruiting firm to conduct the recruitment process to fill the vacant City Attorney position.
- C. On or about March 2022, the City retained the services of Wendy Brown Creative Partners, Inc. (WBCP) to conduct a recruitment for the position of City Attorney for the City of Vernon.
- D. WBCP created an executive recruitment brochure for the position (attached hereto as Exhibit A) and conducted a broad and extensive recruitment that included multiple screenings and interviews of numerous applicants.
- E. The City Council conducted final interviews of the two highest ranking candidates at a Special City Council Meeting on June 27, 2022.
- F. The City Council of the City of Vernon has determined Zaynah N. Moussa (Moussa) to be the most qualified candidate for the position and desires to appoint Moussa to serve as the City Attorney, effective July 19, 2022.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. The City Council hereby appoints Zaynah N. Moussa to serve as the City Attorney of the City of Vernon, effective July 19, 2022.

SECTION 4. The City Council hereby approves and authorizes the execution of the At-Will Employment Agreement with Zaynah N. Moussa to serve as City Attorney of the City of Vernon, in substantially the same form as attached hereto as Exhibit B.

SECTION 5. The City Clerk, or any authorized officer, shall administer the Oath of Office prescribed in the Constitution of the State of California to Moussa and shall have her subscribe to it and file it with the Human Resources Department.

SECTION 6. The City Council of the City of Vernon hereby directs the City Clerk, or the City Clerk's designee, to give a fully executed Agreement to Moussa.

SECTION 7. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)



CITY ATTORNEY

CITY OF VERNON, CALIFORNIA

ANNUAL SALARY
\$266,606–\$324,061
DOE/DOQ



THE CITY OF VERNON SEEKS A CITY ATTORNEY who is customer-service focused, a self-starter, and experienced at providing legal counsel on highly sensitive and complex legal matters that affect the City, such as municipal law, civil rights and tort litigation, government contracting and procurement, land use, and labor and employment, among other practice areas. The ideal candidate will be an outstanding communicator, business partner, and relationship builder who is responsive and informed and can effectively manage outside counsel and lead internal staff. The next City Attorney will be eager to help the City Council achieve its goals and understand the importance of a responsive City Attorney's Office that provides expert advice in a timely manner. The successful candidate will lead their department, overseeing two direct reports, and work effectively with staff and executive leadership, elected and appointed officials, the business community, constituents, and other neighboring and regional agencies and partners. *If you have experience in a municipal setting, know what good governance looks like, are customer-service centric, responsive, and confident in your legal counsel abilities, apply today!*



THE CITY

THE CITY OF VERNON, led by an educated and experienced five-member City Council, was incorporated in 1905 and is largely an industrial community. This 5.2-square-mile city is five miles south of downtown Los Angeles, making it an excellent hub for those who want to be near the hustle and bustle of downtown LA. While Vernon has only approximately 250 residents, there are over 50,000 people who work in the City each day. Vernon is home to over 1,800 businesses, with its core industries including food and agriculture, apparel, steel, plastics, logistics, and home furnishings. The City has been recognized as one of Los Angeles County's "Most Business-Friendly Cities" by the L.A. County Economic Development Corporation. Vernon maintains strong philanthropic ties with the neighboring communities where much of its workforce lives, providing significant financial support for public services. Residents and businesses benefit from the City's own powerplant, which provides affordable utilities. While remaining business-centric, the City is eager to champion growth and evolve as a place to not only work but also live and play.

The City operates on a budget of \$360 million and employs approximately 200 staff. It provides a multitude of services across its **10 departments** that include city administration, city attorney, city clerk, city council, finance and treasury, health and environmental control, human resources, police, public utilities, and public works. The City is especially proud of its Public Utilities Department that serves as an essential resource to the City's business community, providing dependable, high-quality utility services at very competitive rates.

THE CITY ATTORNEY'S OFFICE

THE OFFICE OF THE CITY ATTORNEY represents the City of Vernon and works to arrive at innovative solutions which effectively address the unique issues affecting residents and businesses in the City and ensure that the public interest is well-served in all areas. Its mission is *to provide professional, ethical, and quality legal services that ultimately protect the interests of the City of Vernon, the City Council, City departments, and the citizens of the community.* Virtually every program and service offered by the City depends upon support from this Office, and the attorneys in the Office are recognized for their knowledge and expertise in municipal, land use, and labor and employment law, civil rights and tort litigation, and government contracting and procurement. The Office is led by the City Attorney and supported by a Legal Administrative Analyst, Senior Deputy City Attorney, and outside counsel as needed.

THE JOB

THE CITY ATTORNEY WILL LEAD the City Attorney's Office, provide legal counsel to City staff and officials, advocate for the City's interests, and serve as a persuasive legal representative in legal proceedings. The City Attorney will ensure that their office is maintaining an in-house legal library, enhance their team's abilities through training and career development opportunities, and reduce reliance on outside legal services. They will also assist the City in implementing the *Good Governance Reform* and continue to navigate compliance-related issues. Much of this role involves providing a high level of customer service to internal clients and thinking proactively about various legal matters.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE KNOWS good governance and has municipal experience. They understand the importance of a communicative City Attorney's Office and will keep things moving along through responsiveness and quick, yet accurate and thorough recommendations to assist decision making. The next City Attorney will be a-political, influential, an adept communicator and presenter, and eager to solve problems and answer legal questions. They will be a collaborative business partner in working toward the City's reforms and demonstrate transparent and ethical leadership. The successful candidate will be an adept project manager, juggle competing priorities with ease, thrive in a fast-paced environment, and take challenges head-on.

The ideal candidate will also...

- ▶ Manage situations with tact and professionalism while demonstrating emotional intelligence, political savvy, and confidence.
- ▶ Successfully build trust and credibility.
- ▶ Provide cost-effective and skilled professional legal services.
- ▶ Effectively manage and oversee litigation and outside council expenses and the department's budget.
- ▶ Work to meet the goals and initiatives of the City.
- ▶ Voice sound legal advice and assist the City with policy reform.
- ▶ Have strong written and verbal communication skills.
- ▶ Be a municipal government legal generalist with exposure and/or experience providing legal counsel on utility matters.



UPCOMING PROJECTS FOR THE CITY

As the City Attorney, you will provide legal counsel as the City works toward accomplishing these long-term goals:

- ▶ Provide the lowest electrical rate in California by 2030
- ▶ Increase residential population
- ▶ Securing the long-term financial stability of the City

EMPLOYMENT STANDARDS

- ▶ Juris Doctorate Degree from an accredited law school, **AND**
- ▶ Seven years of increasingly responsible professional experience in municipal or other government law, including trial experience and experience with utilities, land use, public financing, contracts, personnel, and/or labor relations, **AND**
- ▶ A valid California State Driver's License, **AND**
- ▶ Active membership in the California State Bar Association



SALARY & BENEFITS

The City of Vernon offers an annual salary of **\$266,606–\$324,061 DOE/DOQ** and a comprehensive benefits package including vacation, holiday, and sick leave as well as medical, dental vision, life, and long-term disability insurance.

RETIREMENT BENEFIT: Retirement benefits are provided by the California Public Employees' Retirement System (CalPERS)

CAFETERIA BENEFITS PLAN: Monthly allowance toward the purchase of a HMO, PPO, or HSA medical plan for employee + family members. Remaining amount can be used toward the purchase of an HMO or PPO Dental plan and Vision coverage for dependents. Vision coverage is included at no cost to the employee. Supplemental Insurance plans available.

HOLIDAY PAY: 13 holidays per calendar year

VACATION: 120–190 hours based on years of employment

SICK LEAVE: 80 hours per year

ADMINISTRATIVE LEAVE: 80 hours per calendar year

TUITION REIMBURSEMENT: \$2,200.00 is available for completion of job-related college courses

OTHER BENEFITS: 4/10 schedule, bereavement leave, and jury duty

MISCELLANEOUS BENEFITS: The City provides an interest-free loan program for the purchase of a computer, corrective eye surgery, and a hearing aid device



HOW TO APPLY

For first consideration, apply by **MAY 24, 2022**, at:

[APPLY HERE](#)

SAVE THE DATES. Selected candidates must be available for both dates:

- ▶ Round one interviews will take place via virtual interviews and be held on **JUNE 20**.
- ▶ Round two interviews will take place in person on **JUNE 27**.

Please contact your recruiter, Wendi Brown, with any questions: **wendi@wbcpinc.com**
541.664.0376 (direct) | **866.929-WBCP** (toll-free)

AT-WILL EMPLOYMENT AGREEMENT (NON-SAFETY)
BETWEEN THE CITY OF VERNON AND
ZAYNAH N. MOUSSA

This Agreement is between the City of Vernon ("City") and Zaynah N. Moussa ("Employee").

Recitals

City desires to employ Employee as an at-will employee in the position of City Attorney. Employee desires to be the City Attorney and acknowledges that such employment is at-will.

The City Council, pursuant to the authority granted by the City of Vernon Charter, agrees to hire Employee, as an at-will employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: **TERM**

The effective date of this Agreement shall be July 19, 2022. Either party may terminate this Agreement pursuant to the provisions set forth below. Employee is an at-will employee and may be terminated, with or without cause, upon thirty (30) days written notice. Employee may resign with thirty (30) days advance notice as set forth in Section 8 below.

Section 2: **DUTIES**

A. City engages Employee as the City Attorney to perform the functions and duties specified in the job description for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Council, from time to time, and to perform such other legally permissible and proper duties and functions as the City Council shall, from time to time, assign.

B. Employee agrees that to the best of her ability and experience that she will, at all times, conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City of Vernon and the laws and regulations of the State of California and the United States.

C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Council, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement.

D. During the term of this Agreement, Employee is required to have and maintain a valid California Driver's license.

E. Employee acknowledges that in connection with the performance of her duties, she will obtain information from City employees and third parties that is of a confidential nature. Employee agrees that she will not disclose such confidential information other than to officers and employees of the City who have been authorized to have access to such information.

Employee further agrees that if she has a question as to the confidentiality of information obtained in the course of her employment, she will contact the City Council for advice.

Section 3: EXCLUSIVE EMPLOYMENT

Employee agrees to focus her professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Council. This does not preclude Employee from volunteering her services to other entities or individuals as long as such volunteer services are not in conflict with the services to be provided by Employee under this Agreement.

Section 4: COMPENSATION

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$23,328, per month, payable in twenty-six (26) biweekly installments at the same time as other employees of the City are paid and subject to customary withholding. Salary adjustments (merit increases), if any, in Employee's salary during the term of this Agreement shall be at the sole discretion of the City Council based upon the City Council's evaluation of Employee's job performance and within the base salary range established by the City Council or as otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures. Employee's salary shall be reflected in the City's publicly available salary schedule.

Section 5: BENEFITS

A. Retirement

As an employee of the City of Vernon, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, as such plan may be amended by the City Council. As of the date of this employment agreement, such plan includes the 2.7% at 55 benefit formula for "classic" miscellaneous employees or the 2.0% at 62 benefit formula for "new" miscellaneous employees. The Employee pays for the employee contribution to CalPERS.

B. Other Executive Management Benefits

Employee shall receive all benefits specified by the then current Resolutions of the City Council of Vernon for Executive Management Staff, including, without limitation, those related to Vacation, Administrative Leave, Holidays, Sick Leave, Medical and Dental Insurance, Life Insurance, Flexible Benefit Plans, Vision Care, Other Leaves, and Deferred Compensation, and other types of leave in accordance with the Personnel Policies and Procedures Manual.

Section 6: TERMINATION AND SEVERANCE PAY

- A. Employee is an at-will employee and serves at the will and pleasure of the City Council and may be terminated at any time, without cause, subject to the conditions of paragraphs B and C of this section.
- B. In the event that Employee is terminated by the City Council for reasons other than physical or mental incapacity, and other than those reasons noted in paragraph E,

- below, the City agrees to pay the employee a severance amount equal to six (6) months of base salary.
- C. To be eligible for severance pay, as identified in paragraph B, of this section, Employee shall fulfill all of her obligations under this Agreement and shall sign a severance agreement and release of all claims against the City.
 - D. All severance payments shall be paid within thirty (30) calendar days of the date Employee executes the severance agreement and release of claims against the City.
 - E. Notwithstanding paragraphs A, B and C, above, if Employee resigns or retires, or is terminated due to insubordination, incapacity, dereliction of duty, violation of the City's Alcohol and Drug-Free Workplace Policy III-1, conviction of a crime involving moral turpitude or involving personal gain to her or abuse of her office or position or any felony or for a breach of this Agreement, City shall have no obligation to pay any severance provided in this section. Furthermore, Employee agrees that any severance provided shall be fully reimbursed to the City if the Employee is convicted of a crime involving an abuse of her office or position.
 - F. Upon termination, Employee shall be paid for all earned, but unused, vacation time.

Section 7: **ABUSE OF OFFICE OR POSITION**

If Employee is paid leave salary during a pending investigation, any salary provided for that purpose shall be fully reimbursed to the City if Employee is convicted of a crime involving an abuse of her office or position.

If Employee is provided funds for any legal criminal defense during her employment with the City, any funds provided for that purpose shall be fully reimbursed to the City if the Employee is convicted of a crime involving an abuse of her office or position.

If this Agreement is terminated, any cash settlement related to the termination that Employee may receive from the City shall be fully reimbursed to the City if Employee is convicted of a crime involving an abuse of her office or position.

Section 8: **RESIGNATION / RETIREMENT**

Employee may resign at any time. Employee may retire, provided she is eligible for retirement, at any time. Employee agrees to provide thirty (30) calendar days advance written notice of the effective date of her resignation or retirement.

In the event Employee retires or resigns, Employee shall be entitled to payment for earned, but unused, vacation time, but not to severance pay as delineated in Section 6, paragraph B, above.

Section 9: **DISABILITY**

If Employee is permanently disabled or otherwise unable to perform her duties because of sickness, accident, injury, mental incapacity or health for a period of thirty (30) calendar days beyond any earned sick leave, City shall have the option to terminate this Agreement; however, the City's option to terminate under this Section shall be limited by its obligation to engage in the interactive process for reasonable accommodations and to provide reasonable accommodations as required by law. Nothing in this Section shall be construed to limit or restrict Employee's benefits or rights under workers' compensation or the California Public Employees Retirement System ("CalPERS").

However, an employee terminated under this section is not eligible for severance pay, as delineated in Section 6 of this Agreement.

In cases of disability, Employee shall be compensated for any earned, but unused, vacation leave.

Section 10: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Council
 City of Vernon
 4305 Santa Fe Avenue
 Vernon, CA 90058

TO EMPLOYEE: Zaynah N. Moussa
 [Deliver to last updated address in personnel file]

B Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the parties. All prior oral or written communications understanding or agreements between the parties, not set forth herein, shall be superseded in total by this Agreement. No Amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Council.

C Assignment

This Agreement is not assignable by either the City or Employee.

D Severability

In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Jurisdiction

Any action to interpret or enforce the terms of this Agreement shall be held exclusively in a state court in Los Angeles County, California. Employee expressly waives any right to remove any such action from Los Angeles County.

G. Effective Date

This Agreement shall take effect on July 19, 2022.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Vernon has caused this Agreement to be signed and executed on its behalf by City Council and executed by the Employee.

City of Vernon, a California charter City and
California municipal corporation

Dated: _____

By: _____
Leticia Lopez, Mayor
or Crystal Larios, Mayor Pro Tem

ATTEST:

Lisa Pope, City Clerk

In signing this Agreement, Employee understands and agrees that her employment status is that of an **at-will employee** and that her rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Vernon which might otherwise apply to employees of the City. Employee further acknowledges that she was given the opportunity to consult with an attorney prior to signing this Agreement.

Signed:

Dated: _____

Employee

ATTACHMENT A

Job Description



JOB DESCRIPTION

City Attorney

Date Prepared: March 2014

Class Code: 1110

SUMMARY: Under policy direction, directs and administers the operations of the City Attorney's Office; acts as the legal representative for all elected and appointed officials and City departments; provides the City Council and City Administrator with the legal advice and legal documents necessary to ensure that policy and objectives are compliant with State, Local and Federal law.

CLASS CHARACTERISTICS

This single position class is appointed by and serves at the pleasure of the City Council. The City Attorney manages all City legal activities, including civil litigation, whether performed by in-house staff or outside counsel. The incumbent is responsible for personally handling sensitive and complex legal matters and rendering advice and options to the City Council, Boards and Commissions, the City Administrator and others.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Manages the City Attorney's Office through effective planning and fiscal management; provides leadership, direction and guidance in legal strategies and priorities.
- Evaluates and analyzes issues, and recommends and implements solutions regarding the legal implications of all City operations.
- Monitors and assures legal documents, activities and procedures are compliant with all laws, ordinances, policies, and regulations.
- Provides legal counsel and services to City boards, commissions, the City Council and City departments.
- Plans, organizes, administers, reviews and evaluates the activities of professional staff in managing the operation and legal services of the City Attorney's office; participates as a member of the City's executive team; assists the Council and staff to achieve their objectives.
- Reviews the legal sufficiency of all documents in the City, including ordinances, resolutions, contracts and other legal documents as to form.
- Directs the selection, supervision and work evaluation of department personnel; provides for staff training and professional development.
- Monitors developments, including proposed legislation and court decisions related to municipal law and activities; and evaluates their impact upon City operations.
- Confers with and/or supervises special counsel as needed.
- Attends City Council and other commission meetings as required.
- Coordinate City Attorney functions with other departments and outside agencies and organizations.
- Appear before courts and administrative proceedings to represent the City's interest as required.
- Develops a working knowledge of the specialized work performed by outside counsel on matters such as electrical power generation and transmission.
- Ensures absolute confidentiality of work-related issues, and City information; assures compliance with the standards of the Public Records Act.

- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

Juris Doctorate Degree from an accredited law school, and seven years of increasingly responsible professional experience in municipal or other government law, including trial experience and experience with utilities, land use, public financing, contracts, personnel and labor relations.

Knowledge of:

- City organization, operations, policies and procedures.
- Thorough knowledge of California municipal and administrative law and procedures.
- Applicable state and federal statutes, rules, codes and regulations.
- Principles and methods of legal research and investigations.
- Legal, ethical and professional rules of conduct for public sector employees
- Judicial procedures and the rules of evidence; the pleading and practice of effective presentation of court cases.

Skill in:

- Interpreting and applying local, state and federal laws and constitutional provisions affecting municipal operations.
- Presenting legal issues and analysis in a manner that can be understood and used by non-lawyers.
- Communicating effectively, both orally and in writing.
- Assuring the City's compliance with all laws, regulations, and rules.
- Managing staff, delegating tasks and authority, and coaching to improve staff performance.
- Assessing and prioritizing multiple tasks, projects and demands.
- Establishing and maintaining effective working relationships with other City employees, public officials, government agency representatives, and the public.
- Defining issues, performing legal research, and analyzing problems.
- Evaluating alternatives and making sound recommendations; present statements of fact, law and argument clearly and logically.
- Exercising sound judgment within general policy guidelines and legal parameters.
- Representing the City effectively in hearings, courts of law and in meetings with others.
- Investigating, analyzing and resolving complex and sensitive issues and complaints.
- Exercising controlled discretion and mediating difficult situations.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.
Active membership in the California State Bar Association.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment.

City Council Agenda Item Report

Submitted by: Lisette Grizzelle
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Memorandum of Understanding by and between the City of Vernon and the Vernon Police Officers' Benefit Association

Recommendation:

Adopt Resolution No. 2022-26 approving the Memorandum of Understanding by and between the City of Vernon and the Vernon Police Officers' Benefit Association for the period of July 1, 2022 through June 30, 2025.

Background:

The existing memoranda of understanding (MOUs) between the City of Vernon and the City's four bargaining groups expired June 30, 2022. Pursuant to City Council direction and authority, negotiations with all four bargaining groups began in April 2022. Labor negotiations with the Vernon Police Officers' Benefit Association (VPOBA), representing sworn Police Officers and Police Sergeants, have been ongoing since May 2022 for a successor MOU. On June 23, 2022, the membership ratified a tentative agreement on a successor MOU.

It is recommended that City Council approve a successor MOU with the VPOBA for the period of July 1, 2022 through June 30, 2025 that reflects the following key provisions:

- Three year term from July 1, 2022 through June 30, 2025;
- One salary grade increase as follows: Police Officer from pay grade 26 to pay grade 27; Police Sergeant from pay grade 31 to pay grade 32;
- A 3% Cost of Living Adjustment to salaries (COLA) effective in July 2, 2023 and July 14, 2024;
- Increase Bilingual Pay from \$125 to \$275 per month;
- Addition of a 10% longevity tier for VPOBA employees hired on or after July 1, 1995 and on or before December 31, 1998 to correct a prior CalPERS special compensation reporting error;
- Revision to the method of calculating In-Lieu Holiday hours; and
- Various minor language changes to update and or eliminate outdated or obsolete language that is either no longer in effect or required update to reflect current practices.

Changes from the previous MOU are redlined in the draft 2022- 2025 MOU (Attachment 2).

Fiscal Impact:

The estimated fiscal impact of the 2022-2025 VPOBA MOU is approximately \$207,300 for fiscal year 2022-2023. Sufficient funds are available in the salary and benefit accounts for the Police Department. Funding for future years will be included in future proposed budgets.

Attachments:

1. [Resolution No. 2022-26](#)
2. [2022-2025 VPOBA MOU \(Redline\)](#)

RESOLUTION NO. 2022-26

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON APPROVING THE MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF VERNON AND THE VERNON POLICE OFFICERS' BENEFIT ASSOCIATION FOR THE PERIOD OF JULY 1, 2022 THROUGH JUNE 30, 2025

SECTION 1. Recitals.

- A. The Vernon Police Officers' Benefit Association (VPOBA) has been recognized as an employee organization pursuant to Resolution No. 4027.
- B. On August 6, 2019, the City Council of the City of Vernon adopted Resolution No. 2019-32, approving a Memorandum of Understanding (MOU) setting forth certain terms and conditions for employment of City of Vernon employees in classifications represented by the VPOBA, for the period of July 1, 2019 through June 30, 2022.
- C. The City and the VPOBA have concluded labor negotiations regarding wages, benefits and working conditions for the period of July 1, 2022 through June 30, 2025.
- D. Representative members of the VPOBA and the City have agreed to execute a Memorandum of Understanding setting forth certain terms and conditions for employment of City of Vernon employees in classifications represented by the VPOBA, for the period of July 1, 2022 through June 30, 2025.
- E. The City Council desires to approve the MOU.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. The City Council of the City of Vernon hereby approves the Memorandum of Understanding between the City of Vernon and the Vernon Police Officers' Benefit Association, in substantially the same form attached hereto as Exhibit A.

SECTION 4. The City Council of the City of Vernon hereby instructs the City Administrator, or his designee, to take whatever action is deemed necessary or desirable for the purpose of implementing and carrying out the purposes of this Resolution and the transactions herein approved or authorized, including but not limited to, any nonsubstantive changes to the MOU attached herein.

SECTION 5. The City Council of the City of Vernon hereby directs the City Clerk,

or the City Clerk's designee, to send a fully executed MOU to Ignacio S. Estrada, President of the Vernon Police Officers' Benefit Association.

SECTION 6. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney



**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF VERNON
AND
VERNON POLICE OFFICERS' BENEFIT ASSOCIATION
July 1, 2022 through June 30, 2025**



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MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF VERNON
AND
VERNON POLICE OFFICERS' BENEFIT ASSOCIATION

Parties to the Memorandum of Understanding

Pursuant to Chapter 10 (section 3500 *et seq*) of Division 4, Title 1 of the Government Code and Resolution No. 4027, the Resolution for the administration of Employer-employee relations, the matters within the scope of representation that are set forth in this Memorandum of Understanding (MOU) have been discussed by and between representatives of the City of Vernon and the representatives of the Vernon Police Officers' Benefit Association (hereinafter "VPOBA") and except as otherwise specifically provided herein shall apply only to those defined in the aforesaid Resolution as "full-time and regular part-time employees in the Police Department except management and confidential employees" (Section 8B(2) "Group 2"), otherwise known as Police Officers and Sergeants.

This MOU constitutes a joint agreement by the Municipal Employee Relations Representative ("MERR") and the VPOBA, to be submitted to the City Council of Vernon for its determination and approval by one or more Resolutions or Ordinances as the City Council may deem fit and proper.

The MERR and the Representative of the VPOBA have agreed that they will jointly urge the City Council of Vernon to adopt one or more Resolutions or Ordinances reflecting the changes in wages, hours, and other conditions of employment agreed upon in this MOU.

If approved, the terms agreed upon by this MOU shall be effective as of July 1, 2022, and shall expire at midnight on June 30, 2025.

IN CONSIDERATION OF THE TERMS AND CONDITIONS HEREIN STATED, the VPOBA and the City of Vernon agree as follows:

ARTICLE ONE

FUNDAMENTALS

Section 1: Recognition

The City of Vernon recognizes the Vernon Police Officers' Benefit Association ("VPOBA") as the certified majority representative of the employees, comprised of Police Officers and Sergeants, as the exclusive representative of the employees for purposes of collective bargaining for all terms and conditions within this Memorandum of Understanding.

Section 2: No Discrimination

The provisions of this Memorandum of Understanding shall be applied equally to all employees covered hereby. Neither the City nor the VPOBA shall discriminate against any individual, applicant, or employee with respect to his/her compensation, terms, condition, or privileges of employment or because of an individual's race, color, sex, religion, national origin, age, marital status, disability, pregnancy, sexual orientation, political or religious opinions or affiliations, or membership or non-membership in the VPOBA.

Section 3: Mutual Cooperation

The parties recognize the necessity of cooperating on matters of mutual concern and interest and agree to work together to maximize the effectiveness of the Police Department and the City and to accomplish legislative and funding goals in their mutual interest.

Section 4: Layoffs

In accordance with the Meyers-Milius Brown Act, the City and the Association shall meet and confer on the effect of its actions to layoff. This will occur prior to implementation of layoffs, except in emergency circumstances wherein the City Council declares a fiscal emergency pursuant to Article II, Chapter 2.2 of the City of Vernon City Charter. The agreement to meet and confer over the effect of the exercising of a City right shall not in any way impair the right of the City to exercise and implement any of its rights to layoff.

Section 5: No Strikes or Lockouts

During the life of this agreement no work stoppages, strikes, slowdowns, or picketing shall be caused or sanctioned by the VPOBA, and no lockouts shall be made by the City.

Section 6: City/VPOBA Meetings

Representatives from the VPOBA and the City shall meet as needed to discuss issues of mutual concern.

Section 7: Association Business

Representatives of the VPOBA shall be allowed time to conduct their Association business as necessary during work hours. Coordination of such work will be made with the Chief of Police to ensure the availability of staffing levels for such meetings.

The VPOBA President will have available to him/her a total of 200 hours of Association Leave Time at the beginning of each calendar year for conducting Association business off-duty during time he/she and/or any of his/her Association board members would be regularly scheduled to work.

- A. The VPOBA President will be responsible for assigning any Association Leave Time to his/her board members. Unused hours may not be carried over from one year to the next without the written authorization of the Police Chief or designee.
- B. In each case where Association Leave Time is requested, such request must be in writing to the Police Chief or designee or above a minimum of 72 hours before the Leave Time is needed unless authorized in writing by the Police Chief or designee.
- C. Association Leave Time will not be granted if it will cause overtime unless it is authorized in writing by the Police Chief or designee.
- D. In no case will Association Leave Time be used for political action purposes.

ARTICLE TWO

LEGAL LIMITATIONS, SAVINGS CLAUSE, AND TERM

Section 1: Legal Limitations and Savings Clause

It is understood and agreed that this Memorandum of Understanding (including, but not limited to, the provisions of the Fair Labor Standards Act) and any and all Resolutions or Ordinances adopted in implementation thereof are and shall be subject to all present and future applicable federal and state laws and regulations and shall be effective and implemented only to the extent permitted by such laws and regulations.

If any part of this Memorandum of Understanding or of any Resolution or Ordinance adopted in implementation thereof is in conflict or inconsistent with any such applicable provisions of federal and state laws or regulations or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded, and such applicable laws and regulations and the remainder of this Memorandum of Understanding shall not be affected thereby and shall remain in full force and effect.

Section 2: Term

- (a) Except as otherwise provided herein, this Memorandum of Understanding shall be in full force and effect from July 1, 2022, and shall remain in full force and effect up to and including midnight, the 30th day of June 2025 or until the next Memorandum of Understanding becomes effective.
- (b) This Memorandum of Understanding shall be binding on the City and the Association when approved and adopted by the City Council.

Except as otherwise provided herein, the City and the Association agree to submit proposals for any changes related to wages, benefits and/or other terms of and conditions of employment affecting this Memorandum of Understanding between February 1, 2025 and March 1, 2025.

Section 3: Maintenance of Existing Conditions

Any employment policy, practices and/or benefits, including the alternative workweek schedule and overtime compensation are incorporated into this Memorandum of Understanding, unless otherwise stated herein. In the event of a conflict between the Memorandum of Understanding and an existing policy and/or practice, this Memorandum of Understanding shall govern.

Section 4: Modification and Waiver

The City reserves the right to add to, delete from, amend or modify the Administrative rules, the City Municipal Code, and the City's Personnel Policies and Procedures Manual during the term of the Memorandum of Understanding, subject to the requirements of the Meyers-Milias-Brown Act and the Public Safety Officers' Procedural Bill of Rights Act.

Section 5: Severability.

In the event that a court finds any provision(s) of this Memorandum of Understanding to be invalid or unenforceable, the parties intend that the remaining provisions remain in effect. The parties further agree to meet and confer for purposes of negotiating an alternative to any provision declared invalid or unenforceable.

ARTICLE THREE SALARIES

- (a) Effective the first full pay period after July 1, 2022, the salary ranges for the classifications of Police Officer and Police Sergeant shall be as follows in an effort to maintain the City's salary plan administration and policy goals:

Police Officer: Salary Range No. 27

Police Sergeant: Salary Range No. 32

- (b) Effective the first full pay period in July of each subsequent year during the term of the agreement, the base salaries shall be increased 3%.

Section 1: Police Officer

Police Officer Salary Range PO 27			
Step	Effective 7/3/2022	Effective* 7/2/2023	Effective* 7/14/2024
1	\$ 7,161	\$ 7,376	\$ 7,597
2	\$ 7,519	\$ 7,745	\$ 7,977
3	\$ 7,895	\$ 8,132	\$ 8,376
4	\$ 8290	\$ 8,539	\$ 8,795
5	\$ 8,704	\$ 8,966	\$ 9,234

Section 2: Police Sergeant

Sergeant Salary Range PO 32			
Step	Effective 7/3/2022	Effective* 7/2/2023	Effective * 7/14/2024
1	\$ 9,139	\$ 9,414	\$ 9,696
2	\$ 9,596	\$ 9,884	\$ 10,181
3	\$ -10,076	\$ 10,379	\$ 10,690
4	\$ 10,580	\$ 10,898	\$ 11,224
5	\$ 11,109	\$ 11,443	\$ 11,786

Section 3: Merit Steps

Salary increases to higher pay grade steps are merit steps only, and shall be available to employees as recognition and reward for satisfactory services with the time frames described in the Personnel Policies and Procedures, Performance Evaluation Policy. Merit increases to any said step shall remain the sole discretion of the City Council.

Employees who are not at the top step of their Classification Compensation Plan and who achieve an overall “above average” ranking during their annual performance review in accordance with the City’s Performance Evaluation Policy will receive one merit salary advance on the first full pay period in July. Employees shall continue to receive their annual evaluations as scheduled in the City’s Performance Evaluation Policy and employees may receive more than one annual merit salary advance during the term of this Agreement.

Notwithstanding the above provision, any person employed in a position of Police Officer, Step 1, shall be appointed to Step 2 upon his/her successful completion in an assigned accredited training academy, and any person employed in a position of Police Officer, Step 2, shall be appointed to Step 3 after serving at least six (6) months in the field and upon receiving a merit evaluation of satisfactory/competent. Any person who qualifies for said increase shall have his/her anniversary date for future merit increases established as of the date said officer is appointed to said Step.

Section 4: Salary Adjustment Increase

In the event there is a salary inequity between ranks or between employees within the Department, the Chief of Police may incorporate a service adjustment increase up to ten percent (10%) per month of their base salary.

Section 5: Premium Pay

In the event a Police Officer or a Sergeant is assigned to the Detective Division, the Professional Standards Division, or an outside detail or task force, he/she shall receive premium pay equal to five percent (5%) of his/her base pay per month, and the premium pay shall not be considered to be part of the employee’s base monthly salary when computing Peace Officers Standards and Training (P.O.S.T.) certificate incentives; however, it shall be considered as part of the base monthly salary for purposes of computing overtime pay and last highest annual salary.

Section 6: Bilingual Pay

A VPOBA employee may be compensated for bilingual skills after the employee demonstrates proficiency in speaking a foreign language (the ability to read and write in a foreign language may also be tested, if necessary), which proficiency would be determined by successful completion of a foreign language proficiency test designated by the Human Resources Department. Those employees who successfully demonstrate this skill are eligible to receive an additional Two Hundred Seventy-Five Dollars (\$275.00) per month for bilingual pay and shall not be considered to be part of the employee’s base monthly salary when computing Peace Officers Standards and Training (P.O.S.T.) certificate incentives; however, it shall be considered as part of the base monthly salary for purposes of computing the last highest annual salary.

Section 7: Peace Officers Standards and Training (“Post”) Certificate Incentive

VPOBA employees who have completed their evaluation period shall be entitled to P.O.S.T. certificate pay as follows:

Effective the first full pay period in July of 2021 the POST Certificate pay shall be as follows:

Intermediate: 6% of the employee’s basic monthly salary, excluding all other compensation

Advanced: 12% of the employee’s basic monthly salary, excluding all other compensation

Payment of the above-referenced incentive compensation shall not be cumulative; only the highest applicable incentive pay level shall apply.

Incentive pay shall be payable the month following the month during which the certificate is granted.

P.O.S.T. certificate pay shall be considered as part of the base monthly salary for purposes of computing the last highest annual salary

Section 8: Shooting Pay

Effective August 1, 2014, Shooting Pay for all employees shall be discontinued.

Section 9: Field Training Officers

Police Officers assigned by the Chief of Police or designee, as Field Training Officers shall receive a deferential of five percent (5%) of their base salary for the period so assigned. This 5% deferential shall be considered a part of their base salary when calculating Longevity, SAI, and P.O.S.T certificate pay.

Each officer assigned as a Field Training Officer shall complete a P.O.S.T. approved Field Training Officer School prior to assignment.

The number of field training officers, qualifications, and training for such assignment shall be determined by the Chief of Police. Such assignment maybe revoked at any time without recourse to the disciplinary procedure.

Section 10: Canine Handlers

Each member of the canine team is responsible for the care and maintenance of their assigned Police Service Dog (PSD) both on and off duty. Each handler assigned to the canine team will be paid three (3) hours of overtime each week. This overtime pay will compensate the handler for the time spent providing care for their PSD outside of normal duty hours.

Section 11: Motor Officers

Each Operator shall be provided with one (1) hour off per work week for motorcycle maintenance. Time off shall be scheduled either at the beginning or end of a shift with the Watch Commander to ensure sufficient staffing levels.

Section 12: Relief Sergeant

Vernon has established a Sergeant's relief position with a salary equal to the salary received by Patrol Sergeants. The Chief of Police has the discretion to assign additional duties to the Sergeant assigned to this position.

Section 13: Police Corporal Assignment - Lead Premium Pay

At the discretion of the Police Chief, an employee who is assigned to the Police Corporal assignment shall be eligible to receive a five percent (5%) Police Corporal Lead Premium Pay effective July 1, 2015. The Police Corporal Lead Premium Pay shall be in accordance with the attached Police Corporal Program brochure and summary. The five percent (5%) premium shall not be considered to be part of the employee's base salary when computing other incentive pay.

ARTICLE FOUR

LONGEVITY

Section 1: Employees Hired Before July 1, 1995

Effective August 31, 1986, the City established a four-step Longevity program for all employees. Said Longevity program is as follows:

- All eligible employees who have five years of service on or before August 31, 1986, shall receive an additional five percent (5%) per month of their base salary effective August 31, 1986, and every year thereafter until reaching the next Longevity level. Employees upon reaching their 5th anniversary date after August 31, 1986, shall be entitled to said five percent (5%) per month upon said anniversary date.
- All eligible employees who have ten (10) years of service on or before July 1, 1987, shall receive an additional ten percent (10%) per month of their base salary effective July 1, 1987, and every year thereafter until reaching the next Longevity level. Employees upon reaching their 10th anniversary date after July 1, 1987, shall be entitled to said ten percent (10%) per month upon said anniversary date. Said ten percent (10%) is in place of the five percent (5%) referenced in paragraph 1 above and not cumulative therewith.
- All eligible employees who have fifteen (15) years of service on or before July 1, 1988, shall receive an additional fifteen percent (15%) per month of their base salary effective July 1, 1988, and every year thereafter until reaching the next Longevity level. Employees upon reaching their 15th anniversary date after July 1, 1988, shall be entitled to said fifteen percent (15%) per month upon said date. Said fifteen percent (15%) is in place of each of the amounts referenced in paragraphs 1 and 2 above and not cumulative therewith.
- All eligible employees who have twenty (20) years of service on or before July 1, 1989, shall receive an additional twenty percent (20%) per month of their base salary effective July 1, 1989, and every year thereafter. Employees upon reaching their 20th anniversary date after July 1, 1989, shall be entitled to said twenty percent (20%) per month upon said

anniversary date. Said twenty percent (20%) is in place of each of the amounts referenced in paragraphs 1, 2 and 3 above and not cumulative therewith.

Section 2: Employees Hired on or after July 1, 1995 and on or before December 31, 2013.

All employees who are hired on or after July 1, 1995, and before December 31, 2013, who attain five (5) years of consecutive uninterrupted employment shall receive an additional five percent (5%) per month of their base salary. Such employees shall be entitled to receive such five percent (5%) increase upon reaching their 5th anniversary date. Such employees will not be entitled to receive any additional Longevity percentage increase to their base salary for further service.

Section 3: Employees Hired on or after July 1, 1995 and on or before December 31, 1998.

Notwithstanding Sections 1 and 2 above, effective July 6, 2008, the City established an additional 5% longevity program tier. Employees hired on or after July 1, 1995, and on or before December 31, 1998, shall be entitled to receive an additional 5% above base pay (for a total Longevity pay not to exceed 10%) for attaining ten years of service.

ARTICLE FIVE

OVERTIME

Section 1: Overtime Authorization

All overtime requests must have prior written authorization of a supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable. Dispatched calls extending beyond the end of duty time are considered as authorized.

Section 2: F.L.S.A. Overtime

Employees required to perform in excess of the standard work period of 160 hours in a 28-day cycle shall receive compensation at the rate of time and one-half their regular rate of pay or time and one-half “compensatory time” for each hour worked. The regular rate of pay shall include the following components in addition to base salary:

- P.O.S.T. Certificate Pay
- Special Assignment Pay

Section 3: Compensatory Time

Employees may not earn more than forty (40) hours of compensatory time during any FLSA 28-day cycle. At such time as an employee earns forty (40) hours of compensatory time within a given 28-day work cycle, any additional overtime in that cycle shall be paid to the employee at time and one-half of his/her regular rate of pay.

Employees may not accumulate more than 240 hours of compensatory time. An employee must be paid at the rate of time-and one-half for any overtime worked beyond the 240- hour compensatory time “cap.”

Section 4: Leave Inclusions

In determining an employee’s eligibility for overtime compensation in a work period, paid leaves of absence will be included in the total number of hours worked. Paid leaves of absence include, but are not limited to, the following:

1. Vacation
2. Holiday Leave
3. Sick Leave
4. Administrative Leave
5. Compensatory Leave
6. Workers' Compensation Leave (4850 time)
7. Jury Duty
8. Bereavement Leave
9. Military Leave
10. Association Leave

Section 5: Training and Recertification Time

Training time that is required is compensable.

Recertification time that is directly related to an employee's job will be compensable if completed during assigned work hours.

Section 6: Court Attendance and "Stand By" Time

Court Appearances

Employees shall be compensated for court appearances in the line of duty outside regular scheduled duty hours as follows:

- A. Court appearances which extend beyond an employee's normal shift assignment shall be compensated as paid overtime. For purposes of calculating F.L.S.A. overtime pursuant to this section of this MOU, only the actual time spent in court or traveling in a City vehicle to and from the Station shall be credited as hours worked. Travel time to and from one's private residence shall not be considered hours worked and shall not be compensated in any manner whatsoever.
- B. Notwithstanding the provisions of "A" above, employees required to attend court sessions outside a scheduled work shift shall be compensated a minimum guarantee of four (4) hours at time and one-half (1.5). The court appearance minimum of four (4) hours or court stand-by time shall not apply to employees appearing in court during an on-duty status, whether it be his/her regularly assigned shift or an overtime shift assignment, or employees are receiving pay from the City for another reason (i.e., IOD or Administrative Leave).

- C. No more than one guaranteed minimum of four (4)-hours shall be paid in any one day. In the event an employee receives two or more court appearance notices for the same day (for example, morning and afternoon session) the court appearance shall be for the total accumulative hours for the day to attend court. In such cases, an employee shall be compensated at time and one-half (1.5) at his/her regular hourly rate for court duty assignment beyond the guaranteed minimum of four (4) hours.
- D. If an employee is required to stay beyond four hours in court, the employee shall be compensated at time and one-half (1.5) at their regular hourly rate for all hours spent in their court duty assignment that day.
- E. When an employee is scheduled for duty and a court appearance is required within one-half (1/2) hour before his/her shift or one-half (1/2) hour after the end of his/her shift, the employee shall not be eligible for the four (4) hour court appearance minimum. However, the employee shall be compensated for such overtime worked at 1.5 times his/her regular rate of pay.
- F. After receiving a court appearance subpoena, an employee may not request or take vacation (or other requested/approved leave) on the appearance date, unless the court/subpoenaing party approves the employee's request to reschedule. If an employee has requested or is scheduled to be off duty on vacation (or other requested/approved leave) prior to receipt of a subpoena, and the request to reschedule the court appearance is denied, he/she will be eligible for the court appearance overtime provisions of this section.

Stand By Time

If an employee receives a subpoena to be placed on standby, the effected employee shall be compensated for Stand By status as follows:

- A. An employee who is placed on Stand By status for a half court day, which shall consist of either a morning session or afternoon session of court, shall be paid Sixty Dollars (\$60.00).
- B. An employee who is placed on Stand By status for a full court day, which shall consist of the morning session and the afternoon session of court, on the same day, shall be

- paid One Hundred Nineteen Dollars (\$119.00). However, if said employee is required to appear in court, he/she shall receive court appearance compensation rather than Stand By compensation for his/her time in court.
- C. The parties agree that Stand By pay shall not count toward hours worked and that the provision complies with the F.L.S.A.
 - D. Alternatively, an employee (at the employee's option and with the permission of the Chief of Police or designee) on court Stand By may report to the police station, in uniform, for assignment while awaiting court. Under these circumstances, an employee shall be compensated on an hour-for-hour basis (if on overtime, at time and a half) for time actually worked while on Stand By.
 - E. No additional payment other than that set forth in Section 6 of the MOU shall be made for Court Pay.

Section 7: Call Backs

Call Back duty occurs when an employee is ordered to report to duty on a non-regularly scheduled work shift. Call Back does not occur when an employee is held over from his/her prior shift or is working prior to his/her regularly scheduled shift. This provision is also to be distinguished from Court pay, which is to be used when an employee is called to court.

An employee called back to duty shall be credited with a minimum of four (4) hours work. Any hours worked in excess of four hours shall be credited on an hour-for-hour basis (at time and one-half compensation) for actual time worked.

If the employee is ordered to return to work immediately, his/her work time shall be credited commencing immediately after the employee has been directly contacted by the employer.

Section 8: Jury Duty

- A. All regular full-time employees summoned to serve on jury duty shall be provided "Jury Duty Pay" and there shall be no loss of compensation. An employee will be compensated up to two weeks at full pay for jury duty. The employee must provide notice of the

expected jury duty to his or her supervisor as soon as possible, but in no case later than 14 calendar days before the expected start date of the jury duty.

An employee on call for jury duty is expected to report to work. An employee who is called in for jury duty will be required to return to work as soon as they are released from jury duty. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the court.

- B. Except as herein provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation. Jury duty performed on an employee's regular day off shall not be compensated by the city and the employee shall be entitled only to the court's compensation for duty performed on such employee's regular day off.
- C. If an employee is required to serve on a jury for a period longer than two weeks, the employee shall be entitled, at the employees' option, to use any accrued leave time, other than sick time, during the period of extended jury service. The employee shall continue to receive all paid benefits, and shall continue to accrue eligible leave benefits.

Section 9: Non-Compensable

- A. **City Vehicle Use**—Employees who are provided with a City vehicle to travel to and from work shall not be compensated in any manner whatsoever for travel time to and from work. This provision also applies in those situations where the radio must be left on and monitored unless answering a call for service.
- B. **Clothes/Uniform Changing Time**—Employees are not authorized to wear their uniforms or any part thereof that is distinguishable as such unless on duty. Each employee is provided with a locker for his/her personal convenience. Any employee may or may not utilize the locker for storage and changing purposes at his/her own discretion.

Nothing herein prevents an employee from wearing his/her uniform to and/or from his/her residence to work as long as the badge and insignia are covered in a non-police issue

garment such as a windbreaker. Employees choosing to wear their uniforms covered to and/or from work should not wear their “Sam-Browne” belt.

Time spent in changing clothes before or after shift, or during lunch, is not considered hours worked and is not compensable in any manner whatsoever.

- C. **Exempt--**The Chief of Police and Captains are exempt from overtime. For purposes of treatment of overtime, the classification of Police Sergeant shall be treated in the same manner as Police Officers.

ARTICLE SIX

UNIFORMS, ALLOWANCE AND SAFETY EQUIPMENT

Section 1: Uniform Allowance

The City will pay each Group 2 employee who has completed his or her first year of service with the City and who is on the active payroll of the Vernon Police Department the sum of One Thousand Dollars (\$1,000) per fiscal year for the purchase of uniforms and related equipment. Such payment shall occur within the month of August of each year. Uniform allowance is special compensation that shall be deemed earned when paid and shall be reported to CalPERS as compensation earnable.

Section 2: Summer Uniforms

Employees who are assigned to patrol will be allowed to utilize summer uniforms (blue shirt/blue shorts) on any day at the discretion of the Chief of Police. The Chief of Police shall establish authorization or notification procedures, as well as summer uniform requirements.

Section 3: Safety Equipment

The City shall, every three (3) years, pay one half of the cost of the member's individual body armor if the member presents to the City a receipt for body armor that meets Departmental specifications. If the City provides individual body armor to an employee, and the employee accepts such body armor, then the three (3) year time period shall begin upon acceptance of the body armor by the employee.

Employees who carry a private weapon which has been expressly approved by the Vernon Police Department and suffer the loss or damage of such weapon in the line of duty shall be compensated by the City of Vernon up to the amount of replacement cost of the official issue weapon of the Vernon Police Department unless such loss or damage was caused by the employee's negligence.

ARTICLE SEVEN

BENEFITS

Section 1: Public Employee Retirement System (“PERS”)

The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides employees with three percent (3%) at 50 PERS retirement benefit plan.

As a result of the recent passage of AB 340 Public Employee Pension Reform (PEPRA), new CalPERS members hired on or after January 1, 2013, who meet the definition of new member under PEPRA, shall be provided a 2.7% at 57 PERS retirement benefit plan.

Employees shall be responsible for paying their PERS nine percent (9%) employee’s contributions.

Effective the first full pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first full pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

Effective the first full pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of twelve percent (12%).

Section 2: Supplemental PERS Retirement Benefits

The City agrees to provide additional supplemental retirement benefits to employees under PERS as follows:

- **Gov’t Code Section: 20042 – One Year Final Compensation:**

Final compensation is the average full-time monthly pay rate for the highest twelve (12) consecutive months.

New employees hired on or after January 1, 2013, who meet the definition of new member under PEPRA shall receive 3 Year Final Compensation.

- Gov't Code Section: 20124 - Military Service Credit as Public Service:

Employees may elect to purchase up to four (4) years of service credit.

- Gov't Code Section: 21571 – Basic Level of 1959 Survivor Benefits:

Provides surviving benefactor a monthly allowance up to four-hundred thirty dollars (\$430).

- Gov't Code Section: 21624 & 21626 & 21628 - Post Retirement Survivor Allowance:

Provides surviving spouse fifty percent (50%) of the amount of retirement allowance, dependent on option choices, in effect at the time of death of retiree.

Section 3: Medical,

The City offers various medical plans to employees. The City reserves the right to select, administer, or fund any fringe benefit programs involving insurance that now exist or may exist in the future.

The City shall meet with the Association prior to any change of insurance carrier or method funding coverage for any fringe benefits listed in this article.

Section 4: Cafeteria Plan.

The City and Association agree to a section 125 cafeteria plan (non-cash out), effective January 1, 2015. The City will adhere to the cafeteria plan requirements in accordance with IRS Section 125 regulations. The City shall provide to each employee in this bargaining unit a monthly allowance toward the cost of his/her medical, dental, and vision plans as outlined in subsections A, B, C, and D below.

During the term of the Agreement, for employees who elect Employee + Family coverage, the City agrees to provide a cafeteria plan contribution equal to the total premium costs of the Employee + Family Low Medical HMO, Employee + Family lowest cost Dental DMO and lowest cost family vision plan. Employees enrolled in the Employee + Family health benefits category that elect a health plan higher than the Low HMO medical, dental and/or vision, will be responsible for any applicable premium costs through a pre-tax payroll deduction. The City understands that this amount will vary based on the premium costs that go into effect on January 1st of each calendar year of the term of this Agreement. If employees opt out of dental and/or vision, they may use the allotments for those respective coverages toward excess medical premiums.

During the term of the Agreement, for employees who elect Employee-Only, Employee + Spouse and Employee + Children tiers, the City agrees to provide the same flat dollar cafeteria contribution for medical, dental and vision benefits that the City is paying as of June 2016 for these employee health group tiers. That amount is \$1,165 per month. Employees who elect one of these tiers must pay for their dental and vision benefits from this cafeteria contribution. The parties understand and agree that this amount will remain fixed during the term of this Agreement. Provided, however, should the total premium cost of the lowest cost medical HMO,

lowest cost Dental DMO, and lowest cost vision plan exceed the current flat rate dollar cafeteria contribution for medical, dental, and vision benefits for any of the tiers, then the contribution for that tier will be raised to equal the total premium costs of the Low Cost Medical HMO, lowest cost Dental DMO, and lowest cost vision plan for that tier. Employees that elect a health plan higher than the applicable City contribution will be responsible for any applicable premium costs through a pre-tax payroll deduction. If employees opt out of dental and/or vision, they may use the allotments for those respective coverages toward excess medical premiums.

For unit employees enrolled in the HSA PPO plan, the City shall pay up to the city contribution for their specific tier as set forth in A and B above reduced by an annual amount of \$3,000. In addition, for each employee enrolled in an HSA PPO plan, annually the City shall make lump sum contributions to a health savings account (HSA) as follows \$1,500 in January, and \$500 each in March, June, and September. The cost of any HSA PPO plan selected by employees that exceeds the City contribution amount shall be paid the employee through a pre-tax payroll deduction.

During the term of the Agreement, Employees will be allowed to opt in to the Employee + Family plan during any open enrollment period or upon a qualifying event as prescribed by the City's insurance provider.

Section 5: Dental:

The City of Vernon provides a dental insurance plan to employees. In the event an employee does not exceed his/her monthly employer medical allowance, the employee shall be allowed to apply any unused portion toward the purchase of dental insurance for himself/herself and eligible dependents. The cost of any plan selected by the employee that exceeds his/her monthly employer medical allowance shall be paid by the employee through a pre-tax payroll deduction.

Section 6: Vision:

The City of Vernon provides a vision care plan to employees. The City shall pay 100% of the cost of such a plan for employees only. All premiums for vision coverage at each tier of coverage are to be deducted from the total monthly city contribution for Medical, Dental, and vision coverage. In the event an employee does not exceed his/her monthly employer medical allowance, the

employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for vision care.

Section 7: Life Insurance:

The City provides a \$20,000 life insurance plan to employees. The City shall pay 100% of the cost of such plan for employees. The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee. In the event an employee does not exceed his/her monthly employer medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for supplemental life insurance.

The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee; however, the City shall be obligated to pay the cost or provide said medical, dental, vision, and life insurance benefits as described so long as this MOU remains in effect.

Section 8: Retiree's Medical

Employees must retire from the City of Vernon under a CalPERS Benefit Formula (i.e. Age 50 or 57 Formula) to be eligible for Retiree Medical/Dental Benefits.

For employees hired by the City before July 1, 2019, the following retiree medical benefits apply:

The City shall pay up to \$1,100 per month towards the employee's option of the City's medical and dental insurance programs for the employee and his/her eligible spouse in the classifications represented by the Vernon Police Officers Benefit Association who have been employed as sworn Peace Officers for a minimum of twenty (20) years and a minimum of 10 years of that service has been in the employment of the City of Vernon. The maximum \$1,100 City contribution shall be applied only toward a city provided medical and dental premium plan payment and shall have no cash surrender value.

The City's contribution toward the Retiree Medical/Dental Benefit Plan shall continue for said retired employee and eligible spouse up to the age of sixty-five (65). Upon reaching the age of

sixty-five (65), the retiree and/or eligible spouse shall apply for Medicare Part A and Part B coverage, whereupon the City's insurance shall become supplemental coverage. The City shall pay up to \$1,100 per month of the cost to provide any Medicare supplemental medical and dental insurance plan offered by the City of Vernon. The City will not be the primary insurance carrier once the retiree and/or eligible spouse reaches the age of sixty-five (65). If the retiree or eligible spouse fails to timely obtain and maintain Medicare coverage, the City shall not be required to provide any medical/dental benefits until such Medicare coverage is obtained and maintained. The maximum \$1,100 City contribution shall be applied only towards a City sponsored Medicare supplemental medical and dental premium plan payment and shall have no cash surrender value.

All retired employees with a minimum of ten (10) years of continuous uninterrupted service with the City may pay the City's premium cost for medical and dental insurance for employee only, up to the age of sixty-five (65) after which time Medicare will become the primary insurance carrier. The retired employee may remain on the City's supplemental insurance to Medicare at his/her cost provided the retiree has timely obtained and maintains Medicare coverage.

Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining eligibility for retiree medical benefits.

Should the retired employee fail to pay his/her required cost of the insurance premium for the City's medical/dental benefit plan for any three (3) consecutive months or, should the coverage otherwise lapse for any reason other than City's non-payment, then the City's obligation to maintain the retiree's medical/dental benefit plan shall automatically terminate without the need for further notice.

Eligible retired employees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement payment for the employee and his/her eligible spouse of \$1,100 or the equivalent to the then-current lowest cost City-offered Employee + Spouse medical HMO and/or dental HMO insurance premium, whichever is greater, as permitted by the Public Employee Pension Reform Act (PEPRA). Once a retired employee opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll.

For employees hired by the City on or after July 1, 2019, the following retiree medical benefits apply:

The City shall pay up to the amount equivalent to the then current, lowest cost, employee only HMO insurance premium for the City's medical and/or dental insurance premium(s) for all full-time regular employees in the classifications represented by the Vernon Police Officers Benefit Association who have been employed as sworn Peace Officers for a minimum of twenty (20) years and a minimum of ten (10) years of that service has been in the employment of the City of Vernon. The City contribution shall be applied only toward a city provided medical and dental premium plan payment and shall have no cash surrender value.

The City's contribution toward the Retiree Medical/Dental Benefit Plan shall continue for said retired employee up to the age of sixty-five (65). Upon reaching the age of sixty-five (65), the retiree shall apply for Medicare Part A and Part B coverage, whereupon the City's insurance shall become supplemental coverage. The City shall pay up to the cost of any Medicare supplemental medical and dental insurance plan offered by the City of Vernon. The City will not be the primary insurance carrier once the retiree reaches the age of sixty-five (65).

If the retiree fails to timely obtain and maintain Medicare coverage, the City shall not be required to provide any medical/dental benefits until such Medicare coverage is obtained and maintained.

All retired employees with a minimum of ten (10) years of continuous uninterrupted service with the City may pay the City's premium cost for medical and dental insurance for employee only, up to the age of sixty-five (65) after which time Medicare will become the primary insurance carrier. The retired employee may remain on the City's supplemental insurance to Medicare at his/her cost provided the retiree has timely obtained and maintains Medicare coverage.

Should the retired employee fail to pay his/her required cost of the insurance premium for the City's medical/dental benefit plan for any three (3) consecutive months or, should the coverage otherwise lapse for any reason other than City's non-payment, then the City's obligation to maintain the retiree's medical/dental benefit plan shall automatically terminate without the need for further notice.

Eligible retired employees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement payment up to the amount provided above depending on the employee's date of hire as permitted by the Public Employee Pension Reform Act (PEPRA). Once a retired employee opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll.

Section 9: Vacations

A. Accrual

- Vacation accrual after the first year of service: 120 hours per year
- Vacation accrual after ten (10) years of service: 160 hours per year
- Vacation accrual after completion of twenty-five (25) years of service: 170 hours per Year

Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining accrual of vacation leave.

B. Policy

Employees may take all or part of their vacation in increments of one-fourth (1/4) hour or more, as determined by the Police Chief at his/her discretion with due regard for the wishes of the employee and the needs of the Department.

Any request will be honored only if, in the opinion of the Police Chief or designee, the manpower or service level on the day or days and at the times requested is adequate to permit granting such a request.

Vacation time provided for herein shall be accumulated from calendar year to calendar year, and shall be compensated for if not utilized during said period.

Section 10: "In Lieu" Holiday Time

Each year, the City will determine the number of holidays observed and shall provide in-lieu holiday hours for these employees in an amount equal to the number of observed holidays multiplied by the employees' paid hours per shift.

"In lieu" holidays will be credited to each employee on each July 1 in which he/she is on the active

payroll of the Department, including those on “Light Duty,” in a classification represented by the VPOBA, and must be taken prior to the immediately following July 1.

“In lieu” holidays may be taken in increments of one-fourth (1/4) hour or more, on dates desired by the employee subject to the needs of the Vernon Police Department.

“In lieu” holidays, if not taken, shall not be paid for except if the employee was denied an opportunity to take them off during the fiscal year for which such “in lieu” holidays were granted. In that case only, the employee shall be paid for said “in lieu” holidays not taken with his/her first possible payroll check on or after July 1 of the fiscal year following the year for which the “in lieu” holidays were credited, at his/her then basic rate, excluding all other compensation, computed in accordance with the applicable Salary Resolution of Vernon. An employee who quits or is terminated shall not be entitled to any compensation for “in lieu” holidays not taken.

If the City Council, during the fiscal year, provides one or more additional holidays to the miscellaneous employees in addition to those holidays provided for in Resolution No. 8764, Employees shall receive the same number of any additional holidays. Any additional “in lieu” holiday time received by employees will be for a maximum of ten (10) hours per day received.

Section 11: Sick Leave

Employees only receive sick leave accrual while they are in a paid status. Employees shall accrue sick time at a rate of 3.08 hours per pay period (80 hour annually), with a maximum cap of 960 hours. Upon reaching the cap, employees will continue to accrue sick leave provided; however, in or about February of each year all accrued sick leave in excess of 960 hours shall be cashed in at fifty percent (50%) of the employee’s regular rate of pay.

If an employee separates or terminates employment with the City, they shall be compensated for any accrued sick leave hours at the time of separation not to exceed 960 hours. Employees that separate from service with more than 20 years of service credit shall be compensated at 100% of their current pay rate applied to the first 480 sick leave hours and 50% for their remaining hours up to the cap of 960 hours. Employees with less than 20 years of service shall be compensated at 50% of their then current pay rate up to the cap of 960 hours. Employees shall have the option of obtaining service credit for the accrued, unused sick leave hours instead of a cash payment pursuant

to California Government Code Section 20965.

Employees are expected to contact their supervisor or Department head as soon as possible to report a sick leave time off notification and provide appropriate information on the nature of the illness or injury and the expected duration of the time off. Employees unable to report for duty due to an illness should be required to call in and notify the on-duty supervisor a minimum of 2 hours before they are due to start their shift.

An employee who is absent on sick leave for more than two (2) consecutive shifts shall be required by his or her supervisor to provide a doctor's note in order to be paid for the sick leave.

Section 12: Bereavement Leave

When an employee is compelled to be absent from duty by reason of death or critical illness (where death appears imminent) of a member of the employee's immediate family (father, mother, brother, sister, spouse, children, mother-in-law, father-in-law, grandmother, grandfather, grandchildren, grandmother-in-law, grandfather-in-law, step children, step parents, step parents-in-law, step brother/sister-in-law, or registered domestic partner), such person will be permitted, subject to the Chief of Police's approval, to a leave of absence with pay for up to the equivalent to one work week (37.5, 40, OR 47.5 hours) based on the individual employee's regular schedule.

Employees will be allowed to utilize their vacation time, any compensatory time, or any "in lieu" holiday time that is due to the employee, in order to lengthen such bereavement time.

The employee shall furnish satisfactory evidence of such death or critical illness to the Chief of Police, if requested.

Section 13: Deferred Compensation

Employees are eligible to participate in the City's Deferred Compensation Program.

Section 14: Other City Employee Programs

Employees are eligible to participate in all City sponsored programs passed by City Council Resolutions that are intended to benefit all employees in the areas of, but are not limited to, the following:

- Buyback of military leave for PERS retirement time
- Computer loan purchase plan
- Corrective eye surgery plan
- Hearing aid devise plan
- Tuition reimbursement plan
- Family Medical Leave Act (FMLA)

Section 15: City Vehicle

The Police Sergeant assigned to detective duties shall be allowed to take his/her assigned City vehicle home.

ARTICLE EIGHT

WORK SCHEDULE AND ABSENCES

Section 1: Provisions

The Vernon Chief of Police at his/her sole discretion shall establish the work schedule.

Section 2: Work Schedule 3/12 Plan

Law Enforcement agencies are allowed to establish a work period of any length between seven (7) and twenty-eight (28) consecutive days. At the City, employees must work one hundred sixty (160) hours per twenty-eight (28) day cycle. In order to be compliant, employees will work three (3), twelve and one half hour (12 1/2) days per week with a ten (10) hour payback per month, without incurring any overtime.

In the event the City needs to adjust any work schedule, the City agrees that no such modification will be conducted without first notifying the effected employee a minimum of 10 days prior to the change, unless agreed to by the effected employee(s) and the Chief of Police or designee.

The City agrees to continue the 3/12 Plan for employees assigned to patrol, with the exception of specific assignments. The VPOBA agrees that the City may, at its sole discretion and at any time, terminate the 3/12 Plan. The VPOBA agrees that the termination of the 3/12 Plan is not subject to the grievance procedure or any other administrative review and that the 3/12 Plan is not and shall not become a vested right in any manner, and that a decision to terminate such 3/12 Plan is subject to the meet and confer process.

Section 3: Shift and Code Seven Policy:

Patrol personnel shall work a twelve- and-one-half (12 1/2) hour shift. The first one-half hour shall be used for briefing and training purposes. Lunch time (Code 7) shall be part of the shift and is compensable.

Section 4: Sergeants

Patrol sergeants are entitled to eight (8) months of weekends off per year (including Saturday and Sunday). In the event there is a need to adjust a Patrol Sergeant's work schedule due to staffing issues, no such modification will be conducted without first notifying the affected Sergeant a minimum of 10 days prior to the schedule adjustment. There may be an exception to the minimum schedule change notice if the affected Sergeant is in agreement to an immediate change in his/her work schedule.

Section 5: Shift Trades

The practice of shift trading shall be voluntary on behalf of each employee involved in the trade. A shift trade must be pre-approved by a supervisor. The trade must be due to the employee's desire or need to attend to a personal matter and not due to the department's operations. The employee providing the trade shall not have his/her compensable hours increased as a result of the trade; nor shall the employee receiving the trade have his/her compensable hours decreased as a result of the trade.

If one individual fails to appear for the other (regardless of the reason), the person who was scheduled as a result of the shift trade will be listed as absent without leave and may be subject to discipline.

Any premium pay or other extra compensation shall continue to accrue only to the person originally entitled to the premium pay or extra compensation. Any hours worked beyond the normal work day will be credited to the individual actually doing the work. "Paybacks" of shift trade are the obligation of the two employees involved in the trade. "Paybacks" are to be completed within one (1) calendar year of the date of the initial shift trade.

Any dispute as to the "paybacks" is to be resolved by the involved employees, and under no

circumstances will the department be obligated for any further compensation whatsoever to any of the involved employees. The department is not responsible in any manner for hours owed to employees by other employees that leave the employment of the City or are assigned other duties. A record of all initial shift trades and “paybacks” shall be maintained by the involved employees on forms provided by the Department.

Section 6: Early Relief

The practice of early shift relief shall be voluntary on behalf of each employee involved in the relief. The employee providing the early relief shall not have his/her compensable hours increased as a result of the early relief; nor shall the employee relieved early have his/her compensable hours decreased as a result of the early relief.

“Paybacks” of early relief hours are the sole obligation of the two employees involved in the early relief. Any dispute is to be resolved by the involved employees, and under no circumstances will the Department be obligated for any further compensation whatsoever to any of the involved employees. The Department is not responsible in any manner for hours owed to employees by other employees who leave the employment of the City or are assigned other duties.

Section 7: Staffing

The City agrees, at the minimum, to meet and discuss any newly budgeted sworn position to determine special assignment pay, as appropriate.

ARTICLE NINE

GRIEVANCE PROCEDURE

GRIEVANCE DEFINITION

A grievance shall be defined as an allegation by an employee or the Association of a misinterpretation, misapplication, or violation of a particular provision of this MOU, City policy, rule, or past practice. The grievance procedure shall not be used in connection with an impasse in collective bargaining, nor with disciplinary actions or other matters for which appeal procedures exist under the Discipline and Disciplinary Actions article herein, or pursuant to statute.

DAYS

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

Step One - Immediate Supervisor

Within fifteen (15) days of the date the employee(s) knew or reasonably should have known of the incident giving rise to the grievance, the employee(s) or the Association shall initiate the grievance procedure by explaining the situation orally or in writing to the immediate supervisor of the affected employee(s). The Association and/or employee(s) waives the right to proceed with the grievance if the grievant does not initiate the procedure by this deadline. After the presentation of the grievance to the supervisor, the supervisor shall make a decision and present his/her decision, in writing, to the Association and employee(s) within five (5) days.

Step Two - Department Head

If the Association or employee(s) is not satisfied with the decision of the immediate supervisor, the grievant(s) shall present the grievance, in writing, to the Chief of Police within ten (10) days of the decision of the immediate supervisor. The Association and/or employee(s) waives the right to proceed with the grievance if the grievant(s) does not act by this deadline. Within five (5) days, the Chief of Police, or the designee of the Chief of Police, shall meet with the Association and employee(s) to hear the grievance. Within five (5) days of hearing the grievance, the Chief of Police or designee shall present his/her decision, in writing, to the Association and employee(s), with copies to the Human Resource Director and the City Administrator.

Step Three - City Administrator/Advisory Arbitration

If the Association or employee(s) is not satisfied with the result of the meeting with the Chief of Police, the grievant may request the matter be heard by the City Administrator or designee, or the Association may choose to have the matter heard by an impartial hearing officer (arbitrator).

Should the matter be submitted directly to the City Administrator or designee, he/she shall meet with the Association and/or employee(s) within eight (8) days of receipt of the grievant's written notice. If the Association and/or employee(s) elects to have the matter heard by the City Administrator or designee, the Association and/or employee(s) waives the right to have the matter heard by an arbitrator. Within eight (8) days of hearing the grievance, the City Administrator shall provide his/her decision, in writing, to the Association and employee(s). The decision of the City Administrator shall be final and binding, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

If the Association elects arbitration, costs of the arbitration shall be shared equally between the Association and the City. A court reporter shall be retained only by mutual consent of the parties. The costs of the arbitration, including the court reporter, shall be divided in half (i.e. 50/50) by the parties. Attorney fees, staff time and witness fees shall not be shared between the parties and shall be paid by the party that incurred the cost. If only one party wishes to retain a court reporter, the requesting party shall bear the cost of said reporter.

If the Association elects arbitration, the City shall request a list of seven (7) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other mutually agreed upon source within ten (10) days of the Association's request. If the parties are unable to agree on an arbitrator from that list, an arbitrator will be selected by the parties alternately striking names from the list until only one (1) name remains. The selected arbitrator shall serve as the hearing officer. All arbitration proceedings arising under the Grievance procedure shall be governed by the provisions of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.

Within eight (8) days of receipt of the arbitrator's recommendation, the City Administrator shall provide his/her decision, in writing, to the Association and employee(s). The recommendation of an arbitrator shall be advisory to the City Administrator or designee. The decision of the City Administrator shall be final and binding, subject to the option of the employee to bring a

proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

All time limits specified in the foregoing procedure may be waived only by mutual written agreement.

ARTICLE TEN

DISCIPLINE & DISCIPLINARY APPEALS PROCEDURE

A. DISCIPLINARY ACTIONS

The tenure of every City employee shall be based on reasonable standards of personal conduct and job performance. Failure to meet such standards shall be grounds for appropriate disciplinary action, which shall be commensurate with the seriousness of the offense and with consideration of the employee's personnel file. Progressive discipline will be used; however, this does not preclude the City from taking disciplinary action, up to and including termination, for an incident for which there is no prior documentation as long as the disciplinary action is warranted and is based on just cause.

The procedures herein shall be followed when, in the judgment of the Chief of Police, an employee has committed an act or omission that justifies discipline. The Chief of Police or designee shall advise employees of contemplated disciplinary actions in writing and allow the employee an opportunity to respond to such charges prior to taking final action.

Disciplinary actions should be documented in the employee's official personnel file. Performance deficiencies documented in the employee's performance evaluation as "does not meet standards" may be the basis for disciplinary action if the employee fails to correct those performance deficiencies within the time period designated by his/her supervisor. To the extent possible, performance deficiencies or other causes for discipline will be documented in the employee's personnel file.

Upon the City receiving authorization from the employee, the City will provide the Association with all written notices of discipline given to employees represented by Association. The written notice of discipline will also inform the employee that he/she has the right to consult with the Association with regard to the disciplinary action being taken.

Nothing in this article shall preclude the Chief of Police or designee from ordering a public safety officer to cooperate with other agencies involved in criminal investigations, except where the public safety officer may be the focus of the investigation. If an officer fails to comply with such an order, the officer may be officially charged with insubordination.

B. VERBAL OR WRITTEN REPRIMAND PROCEDURES/APPEALS

Any sworn employee having received a verbal or written reprimand shall be entitled to the following appeal procedure; this will be the sole and exclusive procedure afforded to employees for appealing disciplinary action consisting of a written reprimand or less. Subsection (D) (Pre-Disciplinary Procedures), and Subsection (E) (Disciplinary Appeal Procedures), herein shall not apply to disciplinary action consisting of a verbal or written reprimand. This appeal process shall not be applicable to performance evaluations.

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

Within ten (10) days of the employee's receipt of the verbal or written reprimand, the employee may request in writing a meeting with the supervisor who issued the reprimand. Failure to request a meeting within ten (10) days will constitute a waiver of the employee's right to respond. The employee's appeal may be made verbally or in writing. After the meeting or receipt of the employee's written appeal, the supervisor will have ten (10) days to respond to the employee in writing.

If the matter is not resolved to the affected employee's satisfaction, the employee may seek review of the supervisor's decision by submitting a written request to the Chief of Police or designee within ten (10) days of receipt of the supervisor's decision. The determination of the Chief of Police or designee is final and binding, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

C. PRE-DISCIPLINARY PROCEDURES

Prior to the suspension, demotion, reduction in pay or dismissal of any permanent employee for disciplinary purposes, the following procedures shall be followed:

Written Notice of Proposed Action

Written notice of the proposed disciplinary action shall be given to the employee. Such notice shall include the proposed effective date of the discipline, a statement of the reason(s) for the proposed action, including the rule or standard of conduct allegedly violated, the proposed discipline and the charge(s) being considered.

Employee Review

The employee shall be supplied with a copy of the documents or materials upon which the proposed disciplinary action is based.

Employee Response/Pre-Disciplinary Conference

The notice of proposed action shall state the date by which the employee must exercise the right to respond orally, in writing or both orally and in writing. This represents the pre-disciplinary opportunity for the employee to state any reasons that he/she believes the proposed action to be inappropriate. The employee shall have a reasonable amount of time to respond, which shall not be fewer than ten (10) days. This date may be adjusted by mutual agreement. Failure to respond by the assigned date will constitute a waiver of the right to respond. Any response will be fully considered before any final action is decided upon.

The Pre-Disciplinary Conference does not need to be an evidentiary hearing. An employee has the right to have a representative of his or her own choosing at the conference. The City may conduct further investigation if the employee's version of the facts or new information raises doubts as to the accuracy of the City's information leading to the discipline proposal.

Written Notice of Final Action

After consideration of the employee's response, or in the absence of a response, written notice of the final disciplinary action shall be given to the employee. Such notice shall include essentially the same information contained in the notice of proposed action, except that the employee's formal appeal rights shall be stated.

Emergencies

When, in the opinion of the City, immediate disciplinary action is required to protect the health, safety or welfare of the public, other employees or the employee himself, the employee may be suspended for up to five (5) days pending the processing of the notices required in Section C of this article or may be suspended with pay pending the completion of such investigations or hearings as may be required to determine if disciplinary action is to be taken. If the charges and/or allegations are not sustained, the employee suspended without pay shall be entitled to reinstatement with full back pay and benefits.

D. DISCIPLINARY APPEAL PROCEDURES

Major Discipline

Any permanent employee in the classified service shall have the right to appeal any dismissal, suspension of three (3) days or more, reduction in salary, or non-probationary demotion. The appeal process shall not be applicable to probationary employees. The appeal process shall not be applicable to performance evaluations, verbal and/or written reprimands.

An employee desiring to appeal the discipline shall have ten (10) days after receipt of proposed notice of discipline. The employee's request for appeal must be addressed to the City Administrator and received in the Human Resources Department. The Human Resources Department shall date stamp the employee's appeal to verify the timeliness of the appeal.

If, within the 10 day appeal period, the employee does not file the appeal, unless good cause for the failure is shown, the discipline shall be considered conclusive. If the employee files a timely appeal, an arbitration appeal hearing shall be established as follows:

1. The employee shall submit a written request to the Human Resources Department for advisory arbitration to the City Administrator or designee. The City and Association will share equally share (i.e. 50/50) the arbitration-related expenses, excluding attorney fees, expert witness(es) and staff time.
2. The City shall request a list of seven (7) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other agreed upon source within ten (10) days of the employee's request. If the parties are unable to agree on an arbitrator from that list, an arbitrator will be selected by the parties alternately striking names from the list until only one (1) name remains.
3. The selected arbitrator shall serve as the hearing officer.
4. All arbitration proceedings arising under this procedure shall be governed by the provisions of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.
5. All time limits specified in the procedure may be waived by mutual written agreement.

6. At the conclusion of the hearing, the arbitrator will submit his/her findings to the City and the employee. Within eight (8) days of receiving the arbitrator's findings, the City Administrator shall provide his/her decision, in writing, to the employee. The City Administrator's decisions shall set forth which charges, if any, are sustained and the reasons therefor. The opinion shall set forth findings of fact and conclusions. The City Administrator's decision is final, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

Minor Discipline

Any permanent employee shall have the right to appeal any suspension below the threshold of major discipline. This appeal process shall not apply to probationary employees.

If the issue cannot be resolved between the employee and the supervisor, the employee may, within ten (10) days from receiving notice of the proposed discipline, request and be granted an interview with the Chief of Police or designee in order to discuss the appeal.

The Chief of Police or designee shall render his/her decision in writing within fifteen (15) days of receiving the appeal. If the Chief of Police and employee are unable to arrive at a satisfactory solution, the employee may, within fifteen (15) days from the date of the decision by the Chief of Police, submit a written appeal to the City Administrator or designee. The City Administrator or designee will respond or schedule a meeting within fifteen (15) days. The City Administrator or designee shall render his/her judgment as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing. His/her decision shall set forth which charges, if any, are sustained and the reasons therefore. The opinion shall set forth findings of fact and conclusions. The decision of the City Administrator shall be final and binding, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

ARTICLE ELEVEN

MANAGEMENT RIGHTS

The City retains all its exclusive rights and authority under State and Federal law and expressly and exclusively retains its management rights, which include, but are not limited to:

- A. The exclusive right to determine the mission of its constituent departments, commissions, and boards.
- B. Set standards and levels of service.
- C. Determine the procedures and standards of selection for employment and promotions.
- D. Direct employees.
- E. Establish and enforce dress and grooming standards.
- F. Determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons.
- G. Maintain the efficiency of governmental operations.
- H. Determine the methods, means and numbers and kinds of personnel by which government operations are to be conducted.
- I. Determine the content and intent of the job classifications.
- J. Determine methods of financing.
- K. Determine style and/or types of city-issued wearing apparel, equipment, or technology to be used.
- L. Determine and/or change the facilities, methods, technology, means, organizational structure and size and composition of the work force and allocate and assign work by which the City operations are to be conducted.
- M. Determine and change the number of locations, relocations and type of operations processes and materials to be used in carrying out all city functions, including, but not limited to, the right to contract for or subcontract any work or operations of the City.
- N. Assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice.

- O. Establish and modify productivity and performance programs and standards.
- P. Discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees in accordance with applicable state law.
- Q. Establish employee performance standards including, but not limited to, quality and quantity standards, and to require compliance therewith.
- R. Take all necessary actions to carry out its mission in emergencies.
- S. Exercise complete control and discretion over its organization and the technology of performing its work.

The exercise of such rights shall not preclude employees or their representatives from meeting and conferring or meeting and consulting, as required by law, with management representatives.

SIGNATURE PAGE

CITY OF VERNON

**VERNON POLICE OFFICERS
BENEFIT ASSOCIATION**

Carlos R. Fandino, Jr.
City Administrator / “MERR”

Ignacio S. Estrada III
President

Michael A. Earl
Director of Human Resources

Lorenzo Gaytan
Negotiating Committee

Scott A. Williams
Director of Finance/City Treasurer

Phillip M. Swinford
Negotiating Committee

Lisette M. Grizzelle
Senior Human Resources Analyst

Marissa R. Velez
Negotiating Committee

Robert Todd
Attorney

APPROVED AS TO FORM:

Zaynah N. Moussa
Interim City Attorney

APPROVED AND ADOPTED BY THE CITY COUNCIL ON _____, PER
RESOLUTION NO. _____.

ATTEST:

Lisa Pope
City Clerk

Dated: _____



**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF VERNON
AND
VERNON POLICE OFFICERS' BENEFIT ASSOCIATION**

July 1, 20~~22~~¹⁹ through June 30, 202~~5~~²



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**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF VERNON
AND
VERNON POLICE OFFICERS' BENEFIT ASSOCIATION**

Parties to the Memorandum of Understanding

Pursuant to Chapter 10 (section 3500 *et seq*) of Division 4, Title 1 of the Government Code and Resolution No. 4027, the Resolution for the administration of Employer-employee relations, the matters within the scope of representation that are set forth in this Memorandum of Understanding (MOU) have been discussed by and between representatives of the City of Vernon and the representatives of the Vernon Police Officers' Benefit Association (hereinafter "VPOBA") and except as otherwise specifically provided herein shall apply only to those defined in the aforesaid Resolution as "full-time and regular part-time employees in the Police Department except management and confidential employees" (Section 8B(2) "Group 2"), otherwise known as Police Officers and Sergeants.

This MOU constitutes a joint agreement by the Municipal Employee Relations Representative ("MERR") and the VPOBA, to be submitted to the City Council of Vernon for its determination and approval by one or more Resolutions or Ordinances as the City Council may deem fit and proper.

The MERR and the Representative of the VPOBA have agreed that they will jointly urge the City Council of Vernon to adopt one or more Resolutions or Ordinances reflecting the changes in wages, hours, and other conditions of employment agreed upon in this MOU.

If approved, the terms agreed upon by this MOU shall be effective as of July 1, 20~~22~~¹⁹, and shall expire at midnight on June 30, 202~~2~~⁵.

IN CONSIDERATION OF THE TERMS AND CONDITIONS HEREIN STATED, the VPOBA and the City of Vernon agree as follows:

ARTICLE ONE FUNDAMENTALS

Section 1: Recognition

The City of Vernon recognizes the Vernon Police Officers' Benefit Association ("VPOBA") as the certified majority representative of the employees, comprised of Police Officers and Sergeants, as the exclusive representative of the employees for purposes of collective bargaining for all terms and conditions within this Memorandum of Understanding.

Section 2: No Discrimination

The provisions of this Memorandum of Understanding shall be applied equally to all employees covered hereby. Neither the City nor the VPOBA shall discriminate against any individual, applicant or employee with respect to his/her compensation, terms, condition, or privileges of employment or because of an individual's race, color, sex, religion, national origin, age, marital status, disability, pregnancy, sexual orientation, political or religious opinions or affiliations, or membership or non-membership in the VPOBA.

Section 3: Mutual Cooperation

The parties recognize the necessity of cooperating on matters of mutual concern and interest and agree to work together to maximize the effectiveness of the Police Department and the City and to accomplish legislative and funding goals in their mutual interest.

Section 4: Layoffs

In accordance with the Meyers-Milias Brown Act, the City and the Association shall meet and confer on the effect of its actions to layoff. This will occur prior to implementation of layoffs, except in emergency circumstances wherein the City Council declares a fiscal emergency pursuant to Article II, Chapter 2.2 of the City of Vernon City Charter. The agreement to meet and confer over the effect of the exercising of a City right shall not in any way impair the right of the City to exercise and implement any of its rights to layoff.

Section 5: No Strikes or Lockouts

During the life of this agreement no work stoppages, strikes, slowdowns, or picketing shall be caused or sanctioned by the VPOBA, and no lockouts shall be made by the City.

Section 6: City/VPOBA Meetings

Representatives from the VPOBA and the City shall meet as needed to discuss issues of mutual concern.

Section 7: Association Business

Representatives of the VPOBA shall be allowed time to conduct their Association business as necessary during work hours. Coordination of such work will be made with the Chief of Police to ensure the availability of staffing levels for such meetings.

The VPOBA President will have available to him/her a total of 200 hours of Association Leave Time at the beginning of each calendar year for conducting Association business off-duty during time he/she and/or any of his/her Association board members would be regularly scheduled to work.

- A. The VPOBA President will be responsible for assigning any Association Leave Time to his/her board members. Unused hours may not be carried over from one year to the next without the written authorization of the Police Chief or his/her designee.
- B. In each case where Association Leave Time is requested, such request must be in writing to the Police Chief or his/her designee or above a minimum of 72 hours before the Leave Time is needed unless authorized in writing by the Police Chief or his/her designee.
- C. Association Leave Time will not be granted if it will cause overtime unless it is authorized in writing by the Police Chief or his/her designee.
- D. In no case will Association Leave Time be used for political action purposes.

ARTICLE TWO

LEGAL LIMITATIONS, SAVINGS CLAUSE, AND TERM

Section 1: Legal Limitations and Savings Clause

It is understood and agreed that this Memorandum of Understanding (including, but not limited to, the provisions of the Fair Labor Standards Act) and any and all Resolutions or Ordinances adopted in implementation thereof are and shall be subject to all present and future applicable federal and state laws and regulations and shall be effective and implemented only to the extent permitted by such laws and regulations.

If any part of this Memorandum of Understanding or of any Resolution or Ordinance adopted in implementation thereof is in conflict or inconsistent with any such applicable provisions of federal and state laws or regulations or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded, and such applicable laws and regulations and the remainder of this Memorandum of Understanding shall not be affected thereby and shall remain in full force and effect.

Section 2: Term

- (a) Except as otherwise provided herein, this Memorandum of Understanding shall be in full force and effect from July 1, 202~~2~~⁴~~9~~, and shall remain in full force and effect up to and including midnight, the 30th day of June 202~~5~~² or until the next Memorandum of Understanding becomes effective.
- (b) This Memorandum of Understanding shall be binding on the City and the Association when approved and adopted by the City Council.

Except as otherwise provided herein, the City and the Association agree to submit proposals for any changes related to wages, benefits and/or other terms of and conditions of employment affecting this Memorandum of Understanding between February 1, 202~~5~~² and March 1, 202~~5~~².

Section 3: Maintenance of Existing Conditions

Any employment policy, practices and/or benefits, including the alternative workweek schedule and overtime compensation are incorporated into this Memorandum of Understanding, unless otherwise stated herein. In the event of a conflict between the Memorandum of Understanding and an existing policy and/or practice, this Memorandum of Understanding shall govern.

Section 4: Modification and Waiver

The City reserves the right to add to, delete from, amend or modify the Administrative rules, the City Municipal Code, and the City's Personnel Policies and Procedures Manual during the term of the Memorandum of Understanding, subject to the requirements of the Meyers-Milias-Brown Act and the Public Safety Officers' Procedural Bill of Rights Act.

Section 5: Severability.

In the event that a court finds any provision(s) of this Memorandum of Understanding to be invalid or unenforceable, the parties intend that the remaining provisions remain in effect. The parties further agree to meet and confer for purposes of negotiating an alternative to any provision declared invalid or unenforceable.

ARTICLE THREE SALARIES

~~(a) Effective July 1, 2014, Police Officers and Police Sergeants who were hired or promoted before July 1, 2014 and have not attained their maximum salary step shall be grandfathered into their current salary grade and step.~~

~~(i) Effective September 1, 2014, Police Officers only who have not attained their maximum salary step in the grandfathered salary plan shall be placed at the top step of their current grade and thereafter their respective salaries shall be Y-rated and frozen during the term of this contract.~~

~~(b) Effective July 1, 2014, employees who have attained the maximum step of their current salary grade and are above the maximum recommended 75th percentile grade and step plan shall be Y-rated and thereafter their respective salaries frozen during the term of this contract.~~

(a) Effective the first full pay period after July 1, 2022, the salary ranges for the classifications of Police Officer and Police Sergeant shall be as follows in an effort to maintain the City's salary plan administration and policy goals;

Police Officer: Salary Range No. 27

Police Sergeant: Salary Range No. 32

~~(a)(b) Effective July 1, 2014, employees represented in the Police Officers Benefit Association who are hired or promoted on or after July 1, 2014 shall be placed at the appropriate step within the proposed grade and step pay plan as a result of the city wide classification and compensation study based upon the 75th percentile. the first full pay period in July of each subsequent year during the term of the agreement, the base salaries shall be increased 3%.~~

~~(i) Effective the first full pay period in July 2019, employees represented in the Police Officers Benefit Association (excluding Y-rated and grandfathered employees) shall receive a 1% cost of living increase.~~

~~(ii) Effective the first full pay period in July 2020, employees represented in the Police Officers Benefit Association (excluding Y-rated and grandfathered employees) shall receive a 1% cost of living increase.~~

~~(iii) Effective the first full pay period in July 2021, employees represented in the Police Officers Benefit Association (excluding Y-rated and grandfathered employees) shall receive a 1% cost of living increase.~~

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Section 1: Police Officer

Police Officer with 3.1% COLA*			
Salary Range PO 27			
Step	Effective	Effective*	Effective*

	7/37/2022 ¹⁹	7/25/2023 ⁰	7/14/2024 ¹
1	\$ 6,686 7,161	\$ 6,753 7,376	\$ 6,820 7,597
2	\$ 7,020 7,519	\$ 7,090 7,745	\$ 7,161 7,977
3	\$ 7,371 7,895	\$ 7,445 8,132	\$ 7,519 8,376
4	\$ 7,740 8,290	\$ 7,817 8,539	\$ 7,895 8,795
5	\$ 8,127 8,704	\$ 8,208 8,966	\$ 8,290 9,234

Section 2: Police Sergeant

Sergeant with 3.1% COLA* Salary Range PO 3 2 ¹			
Step	Effective 7/37/2022 ¹⁹	Effective* 7/25/2023 ⁰	Effective * 7/14/2024 ¹
1	\$ 8,533 9,139	\$ 8,618 9,414	\$ 8,704 9,696
2	\$ 8,960 9,596	\$ 9,049 9,884	\$ 9,139 10,181
3	\$ 9,407 10,076	\$ 9,501 10,379	\$ 9,596 10,690
4	\$ 9,878 10,580	\$ 9,977 10,898	\$ 10,076 11,224
5	\$ 10,372 11,109	\$ 10,475 11,443	\$ 10,580 11,786

Section 3: Merit Steps

Salary increases to higher pay grade steps are merit steps only, and shall be available to employees as recognition and reward for satisfactory services with the time frames described in the Personnel Policies and Procedures, Performance Evaluation Policy. Merit increases to any said step shall remain the sole discretion of the City Council.

Employees who are not at the top step of their Classification Compensation Plan and who achieve an overall “above average” ranking during their annual performance review in accordance with the City’s Performance Evaluation Policy will receive one merit salary advance on the first full pay period in July. Employees shall continue to receive their annual evaluations as scheduled in the City’s Performance Evaluation Policy and employees may receive more than one annual merit salary advance during the term of this Agreement.

Notwithstanding the above provision, any person employed in a position of Police Officer, Step 1, shall be appointed to Step 2 upon his/her successful completion in an assigned accredited training academy, and any person employed in a position of Police Officer, Step 2, shall be appointed to Step 3 after serving at least six (6) months in the field and upon receiving a merit evaluation of satisfactory/competent. Any person who qualifies for said increase shall have his/her anniversary date for future merit increases established as of the date said officer is appointed to said Step.

Section 4: Salary Adjustment Increase

In the event there is a salary inequity between ranks or between employees within the Department, the Chief of Police may incorporate a service adjustment increase up to ten percent (10%) per month of their base salary.

Section 5: Premium Pay

In the event a Police Officer or a Sergeant is assigned to the Detective Division, the Professional Standards Division, or an outside detail or task force, he/she shall receive premium pay equal to five percent (5%) of his/her base pay per month, and the premium pay shall not be considered to be part of the employee's base monthly salary when computing Peace Officers Standards and Training (P.O.S.T.) certificate incentives; however, it shall be considered as part of the base monthly salary for purposes of computing overtime pay and last highest annual salary.

Section 6: Bilingual Pay

A VPOBA employee may be compensated for bilingual skills after the employee demonstrates proficiency in speaking a foreign language (the ability to read and write in a foreign language may also be tested, if necessary), which proficiency would be determined by successful completion of a foreign language proficiency test designated by the Human Resources Department. Those employees who successfully demonstrate this skill are eligible to receive an additional ~~One-Two~~ ~~Hundred Twenty-Seven~~ Five Dollars (\$~~125~~~~275~~.00) per month for bilingual pay and shall not be considered to be part of the employee's base monthly salary when computing Peace Officers Standards and Training (P.O.S.T.) certificate incentives; however, it shall be considered as part of the base monthly salary for purposes of computing the last highest annual salary.

Section 7: Peace Officers Standards and Training ("Post") Certificate Incentive

VPOBA employees who have completed their evaluation period shall be entitled to P.O.S.T. certificate pay as follows:

~~Effective the first full pay period in July of 2019 the POST Certificate pay shall be as follows:~~
~~Intermediate: 4% of the employee's basic monthly salary, excluding all other compensation~~

~~Advanced: 8% of the employee's basic monthly salary, excluding all other compensation~~

~~Effective the first full pay period in July of 2020 the POST Certificate pay shall be as follows:~~

~~Intermediate: 5% of the employee's basic monthly salary, excluding all other compensation~~

~~Advanced: 10% of the employee's basic monthly salary, excluding all other compensation~~

Effective the first full pay period in July of 2021 the POST Certificate pay shall be as follows:

Intermediate: 6% of the employee's basic monthly salary, excluding all other compensation

Advanced: 12% of the employee's basic monthly salary, excluding all other compensation

Payment of the above-referenced incentive compensation shall not be cumulative; only the highest

applicable incentive pay level shall apply.

Incentive pay shall be payable the month following the month during which the certificate is granted.

P.O.S.T. certificate pay shall be considered as part of the base monthly salary for purposes of computing the last highest annual salary

Section 8: Shooting Pay

Effective August 1, 2014, Shooting Pay for all employees shall be discontinued.

Section 9: Field Training Officers

Police Officers assigned by the Chief of Police or ~~his/her~~ designee, as Field Training Officers shall receive a deferential of five percent (5%) of their base salary for the period so assigned. This 5% deferential shall be considered a part of their base salary when calculating Longevity, SAI and P.O.S.T certificate pay.

Each officer assigned as a Field Training Officer shall complete a P.O.S.T. approved Field Training Officer School prior to assignment.

The number of field training officers, qualifications, and training for such assignment shall be

determined by the Chief of Police. Such assignment maybe revoked at any time without recourse to the disciplinary procedure.

Section 10: Canine Handlers

Each member of the canine team is responsible for the care and maintenance of their assigned Police Service Dog (PSD) both on and off duty. Each handler assigned to the canine team will be paid three (3) hours of overtime each week. This overtime pay will compensate the handler for the time spent providing care for their PSD outside of normal duty hours.

Section 11: Motor Officers

Each Operator shall be provided with one (1) hour off per work week for motorcycle maintenance. Time off shall be scheduled either at the beginning or end of a shift with the Watch Commander to ensure sufficient staffing levels.

Section 12: Relief Sergeant

Vernon has established a Sergeant’s relief position with a salary equal to the salary received by Patrol Sergeants. The Chief of Police has the discretion to assign additional duties to the Sergeant assigned to this position.

Section 13: Police Corporal Assignment - Lead Premium Pay

At the discretion of the Police Chief, an employee who is assigned to the Police Corporal assignment shall be eligible to receive a five percent (5%) Police Corporal Lead Premium Pay effective July 1, 2015. The Police Corporal Lead Premium Pay shall be in accordance with the attached Police Corporal Program brochure and summary. The five percent (5%) premium shall not be considered to be part of the employee’s base salary when computing other incentive pay.

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ARTICLE FOUR LONGEVITY

Section 1: Employees Hired Before July 1, 1995

Effective August 31, 1986, the City established a four-step Longevity program for all employees.

Said Longevity program is as follows:

- All eligible employees who have five years of service on or before August 31, 1986, shall receive an additional five percent (5%) per month of their base salary effective August 31, 1986, and every year thereafter until reaching the next Longevity level. Employees upon reaching their 5th anniversary date after August 31, 1986, shall be entitled to said five percent (5%) per month upon said anniversary date.
- All eligible employees who have ten (10) years of service on or before July 1, 1987, shall receive an additional ten percent (10%) per month of their base salary effective July 1, 1987, and every year thereafter until reaching the next Longevity level. Employees upon reaching their 10th anniversary date after July 1, 1987, shall be entitled to said ten percent (10%) per month upon said anniversary date. Said ten percent (10%) is in place of the five percent (5%) referenced in paragraph 1 above and not cumulative therewith.
- All eligible employees who have fifteen (15) years of service on or before July 1, 1988, shall receive an additional fifteen percent (15%) per month of their base salary effective July 1, 1988, and every year thereafter until reaching the next Longevity level. Employees upon reaching their 15th anniversary date after July 1, 1988, shall be entitled to said fifteen percent (15%) per month upon said date. Said fifteen percent (15%) is in place of each of the amounts referenced in paragraphs 1 and 2 above and not cumulative therewith.
- All eligible employees who have twenty (20) years of service on or before July 1, 1989, shall receive an additional twenty percent (20%) per month of their base salary effective July 1, 1989, and every year thereafter. Employees upon reaching their 20th anniversary date after July 1, 1989, shall be entitled to said twenty percent (20%) per month upon said

anniversary date. Said twenty percent (20%) is in place of each of the amounts referenced in paragraphs 1, 2 and 3 above and not cumulative therewith.

Section 2: Employees Hired on or ~~a~~After July 1, 1995 and on or before December 31, 2013.

All employees who are hired on or after July 1, 1995, and before December 31, 2013, who attain five (5) years of consecutive uninterrupted employment shall receive an additional five percent (5%) per month of their base salary. Such employees shall be entitled to receive such five percent (5%) increase upon reaching their 5th anniversary date. Such employees will not be entitled to receive any additional Longevity percentage increase to their base salary for further service.

Section 3: Employees Hired on or after July 1, 1995 and on or before December 31, 1998,

Notwithstanding Sections 1 and 2 above, effective July 6, 2008, the City established an additional 5% longevity program tier. Employees hired on or after July 1, 1995, and on or before December 31, 1998, shall be entitled to receive an additional 5% above base pay (for a total Longevity pay not to exceed 10%) for attaining ten years of service.

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ARTICLE FIVE OVERTIME

Section 1: Overtime Authorization

All overtime requests must have prior written authorization of a supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable. Dispatched calls extending beyond the end of duty time are considered as authorized.

Section 2: F.L.S.A. Overtime

Employees required to perform in excess of the standard work period of 160 hours in a 28-day cycle shall receive compensation at the rate of time and one-half their regular rate of pay or time and one-half “compensatory time” for each hour worked. The regular rate of pay shall include the following components in addition to base salary:

- P.O.S.T. Certificate Pay
- Special Assignment Pay

Section 3: Compensatory Time

Employees may not earn more than forty (40) hours of compensatory time during any FLSA 28-day cycle. At such time as an employee earns forty (40) hours of compensatory time within a given 28-day work cycle, any additional overtime in that cycle shall be paid to the employee at time and one-half of his/her regular rate of pay.

Employees may not accumulate more than 240 hours of compensatory time. An employee must be paid at the rate of time-and one-half for any overtime worked beyond the 240- hour compensatory time “cap.”

Section 4: Leave Inclusions

In determining an employee’s eligibility for overtime compensation in a work period, paid leaves of absence will be included in the total number of hours worked. Paid leaves of absence include, but are not limited to, the following:

1. Vacation
2. Holiday Leave
3. Sick Leave
4. Administrative Leave
5. Compensatory Leave
6. Workers' Compensation Leave (4850 time)
7. Jury Duty
8. Bereavement Leave
9. Military Leave
10. Association Leave

Section 5: Training and Recertification Time

Training time that is required is compensable.

Recertification time that is directly related to an employee's job will be compensable if completed during assigned work hours.

Section 6: Court Attendance and "Stand By" Time

Court Appearances

Employees shall be compensated for court appearances in the line of duty outside regular scheduled duty hours as follows:

- A. Court appearances which extend beyond an employee's normal shift assignment shall be compensated as paid overtime. For purposes of calculating F.L.S.A. overtime pursuant to this section of this MOU, only the actual time spent in court or traveling in a City vehicle to and from the Station shall be credited as hours worked. Travel time to and from one's private residence shall not be considered hours worked and shall not be compensated in any manner whatsoever.
- B. Notwithstanding the provisions of "A" above, employees required to attend court sessions outside a scheduled work shift shall be compensated a minimum guarantee of four (4) hours at time and one-half (1.5). The court appearance minimum of four (4) hours or court stand-by time shall not apply to employees appearing in court during an on-duty status, whether it be his/her regularly assigned shift or an overtime shift assignment, or employees are receiving pay from the City for another reason (i.e., IOD or Administrative Leave).

- C. No more than one guaranteed minimum of four (4)-hours shall be paid in any one day. In the event an employee receives two or more court appearance notices for the same day (for example, morning and afternoon session) the court appearance shall be for the total accumulative hours for the day to attend court. In such cases, an employee shall be compensated at time and one-half (1.5) at his/her regular hourly rate for court duty assignment beyond the guaranteed minimum of four (4) hours.
- D. If an employee is required to stay beyond four hours in court, the employee shall be compensated at time and one-half (1.5) at their regular hourly rate for all hours spent in their court duty assignment that day.
- E. When an employee is scheduled for duty and a court appearance is required within one-half (1/2) hour before his/her shift or one-half (1/2) hour after the end of his/her shift, the employee shall not be eligible for the four (4) hour court appearance minimum. However, the employee shall be compensated for such overtime worked at 1.5 times his/her regular rate of pay.
- F. After receiving a court appearance subpoena, an employee may not request or take vacation (or other requested/approved leave) on the appearance date, unless the court/subpoenaing party approves the employee's request to reschedule. If an employee has requested or is scheduled to be off duty on vacation (or other requested/approved leave) prior to receipt of a subpoena, and the request to reschedule the court appearance is denied, he/she will be eligible for the court appearance overtime provisions of this section.

Stand By Time

If an employee receives a subpoena to be placed on standby, the effected employee shall be compensated for Stand By status as follows:

- A. An employee who is placed on Stand By status for a half court day, which shall consist of either a morning session or afternoon session of court, shall be paid Sixty Dollars (\$60.00).
- B. An employee who is placed on Stand By status for a full court day, which shall consist of the morning session and the afternoon session of court, on the same day, shall be

paid One Hundred Nineteen Dollars (\$119.00). However, if said employee is required to appear in court, he/she shall receive court appearance compensation rather than Stand By compensation for his/her time in court.

C. The parties agree that Stand By pay shall not count toward hours worked and that the provision complies with the F.L.S.A.

D. Alternatively, an employee (at the employee's option and with the permission of the Chief of Police or ~~his~~-designee) on court Stand By may report to the police station, in uniform, for assignment while awaiting court. Under these circumstances, an employee shall be compensated on an hour-for-hour basis (if on overtime, at time and a half) for time actually worked while on Stand By.

E. No additional payment other than that set forth in Section 6 of the MOU shall be made for Court Pay.

Section 7: Call Backs

Call Back duty occurs when an employee is ordered to report to duty on a non-regularly scheduled work shift. Call Back does not occur when an employee is held over from his/her prior shift or is working prior to his/her regularly scheduled shift. This provision is also to be distinguished from Court pay, which is to be used when an employee is called to court.

An employee called back to duty shall be credited with a minimum of four (4) hours work. Any hours worked in excess of four hours shall be credited on an hour-for-hour basis (at time and one-half compensation) for actual time worked.

If the employee is ordered to return to work immediately, his/~~her~~ work time shall be credited commencing immediately after the employee has been directly contacted by the employer.

Section 8: Jury Duty

A. All regular full-time employees summoned to serve on jury duty shall be provided "Jury Duty Pay" and there shall be no loss of compensation. An employee will be compensated up to two weeks at full pay for jury duty. The employee must provide notice of the

expected jury duty to his or her supervisor as soon as possible, but in no case later than 14 calendar days before the expected start date of the jury duty.

An employee on call for jury duty is expected to report to work. An employee who is called in for jury duty will be required to return to work as soon as they are released from jury duty. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the court.

- B. Except as herein provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation. Jury duty performed on an employee's regular day off shall not be compensated by the city and the employee shall be entitled only to the court's compensation for duty performed on such employee's regular day off.
- C. If an employee is required to serve on a jury for a period longer than two weeks, the employee shall be entitled, at the employees' option, to use any accrued leave time, other than sick time, during the period of extended jury service. The employee shall continue to receive all paid benefits, and shall continue to accrue eligible leave benefits.

Section 9: Non-Compensable

- A. **City Vehicle Use**—Employees who are provided with a City vehicle to travel to and from work shall not be compensated in any manner whatsoever for travel time to and from work. This provision also applies in those situations where the radio must be left on and monitored unless answering a call for service.
- B. **Clothes/Uniform Changing Time**—Employees are not authorized to wear their uniforms or any part thereof that is distinguishable as such unless on duty. Each employee is provided with a locker for his/her personal convenience. Any employee may or may not utilize the locker for storage and changing purposes at his/her own discretion.

Nothing herein prevents an employee from wearing his/her uniform to and/or from his/her residence to work as long as the badge and insignia are covered in a non-police issue

garment such as a windbreaker. Employees choosing to wear their uniforms covered to and/or from work should not wear their “Sam-Browne” belt.

Time spent in changing clothes before or after shift, or during lunch, is not considered hours worked and is not compensable in any manner whatsoever.

- C. **Exempt--**The Chief of Police and Captains are exempt from overtime. For purposes of treatment of overtime, the classification of Police Sergeant shall be treated in the same manner as Police Officers.

ARTICLE SIX

UNIFORMS, ALLOWANCE AND SAFETY EQUIPMENT

Section 1: Uniform Allowance

The City will pay each Group 2 employee who has completed his or her first year of service with the City and who is on the active payroll of the Vernon Police Department the sum of One Thousand Dollars (\$1,000) per fiscal year for the purchase of uniforms and related equipment. Such payment shall occur within the month of August of each year. Uniform allowance is special compensation that shall be deemed earned when paid and shall be reported to CalPERS as compensation earnable.

Section 2: Summer Uniforms

Employees who are assigned to patrol will be allowed to utilize summer uniforms (blue shirt/blue shorts) on any day at the discretion of the Chief of Police. The Chief of Police shall establish authorization or notification procedures, as well as summer uniform requirements.

Section 3: Safety Equipment

The City shall, every three (3) years, pay one half of the cost of the member's individual body armor if the member presents to the City a receipt for body armor that meets Departmental specifications. If the City provides individual body armor to an employee, and the employee accepts such body armor, then the three (3) year time period shall begin upon acceptance of the body armor by the employee.

Employees who carry a private weapon which has been expressly approved by the Vernon Police Department and suffer the loss or damage of such weapon in the line of duty shall be compensated by the City of Vernon up to the amount of replacement cost of the official issue weapon of the Vernon Police Department unless such loss or damage was caused by the employee's negligence.

ARTICLE SEVEN BENEFITS

Section 1: Public Employee Retirement System (“PERS”)

The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides employees with three percent (3%) at 50 PERS retirement benefit plan.

As a result of the recent passage of AB 340 Public Employee Pension Reform (PEPRA), new CalPERS members hired on or after January 1, 2013, who meet the definition of new member under PEPRA, shall be provided a 2.7% at 57 PERS retirement benefit plan.

Employees shall be responsible for paying their PERS nine percent (9%) employee’s contributions.

Effective the first full pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first full pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

Effective the first full pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of twelve percent (12%).

Section 2: Supplemental PERS Retirement Benefits

The City agrees to provide additional supplemental retirement benefits to employees under PERS as follows:

- **Gov’t Code Section: 20042 – One Year Final Compensation:**
Final compensation is the average full-time monthly pay rate for the highest twelve (12) consecutive months.

New employees hired on or after January 1, 2013, who meet the definition of new member under PEPRA shall receive 3 Year Final Compensation.

- Gov't Code Section: 20124 - Military Service Credit as Public Service:

Employees may elect to purchase up to four (4) years of service credit.

- Gov't Code Section: 21571 – Basic Level of 1959 Survivor Benefits:

Provides surviving benefactor a monthly allowance up to four-hundred thirty dollars (\$430).

- Gov't Code Section: 21624 & 21626 & 21628 - Post Retirement Survivor Allowance:

Provides surviving spouse fifty percent (50%) of the amount of retirement allowance, dependent on option choices, in effect at the time of death of retiree.

Section 3: Medical.

The City offers various medical plans to employees. ~~The City reserves the right to select, administer, or fund any fringe benefit programs involving insurance that now exist or may exist in the future.~~

The City shall meet with the Association prior to any change of insurance carrier or method funding coverage for any fringe benefits listed in this article.

Section 4: Cafeteria Plan.

The City and Association agree to a section 125 cafeteria plan (non-cash out), effective January 1, 2015. The City will adhere to the cafeteria plan requirements in accordance with IRS Section 125 regulations. The City shall provide to each employee in this bargaining unit a monthly allowance toward the cost of his/her medical, dental, and vision plans as outlined in subsections A, B, C, and D below.

During the term of the Agreement, for employees who elect Employee + Family coverage, the City agrees to provide a cafeteria plan contribution equal to the total premium costs of the Employee + Family Low Medical HMO, Employee + Family lowest cost Dental DMO and lowest cost family vision plan. Employees enrolled in the Employee + Family health benefits category that elect a health plan higher than the Low HMO medical, dental and/or vision, will be responsible for any applicable premium costs through a pre-tax payroll deduction. The City understands that this amount will vary based on the premium costs that go into effect on January 1st of each calendar year of the term of this Agreement. If employees opt out of dental and/or vision, they may use the allotments for those respective coverages toward excess medical premiums.

During the term of the Agreement, for employees who elect Employee-Only, Employee + Spouse and Employee + Children tiers, the City agrees to provide the same flat dollar cafeteria contribution for medical, dental and vision benefits that the City is paying as of June 2016 for these employee health group tiers. That amount is \$1,165 per month. Employees who elect one of these tiers must pay for their dental and vision benefits from this cafeteria contribution. The parties understand and agree that this amount will remain fixed during the term of this Agreement. Provided, however, should the total premium cost of the lowest cost medical HMO,

lowest cost Dental DMO, and lowest cost vision plan exceed the current flat rate dollar cafeteria contribution for medical, dental, and vision benefits for any of the tiers, then the contribution for that tier will be raised to equal the total premium costs of the Low Cost Medical HMO, lowest cost Dental DMO, and lowest cost vision plan for that tier. Employees that elect a health plan higher than the applicable City contribution will be responsible for any applicable premium costs through a pre-tax payroll deduction. If employees opt out of dental and/or vision, they may use the allotments for those respective coverages toward excess medical premiums.

For unit employees enrolled in the HSA PPO plan, the City shall pay up to the city contribution for their specific tier as set forth in A and B above reduced by an annual amount of \$3,000. In addition, for each employee enrolled in an HSA PPO plan, annually the City shall make lump sum contributions to a health savings account (HSA) as follows \$1,500 in January, and \$500 each in March, June, and September. The cost of any HSA PPO plan selected by employees that exceeds the City contribution amount shall be paid the employee through a pre-tax payroll deduction.

During the term of the Agreement, Employees will be allowed to opt in to the Employee + Family plan during any open enrollment period or upon a qualifying event as prescribed by the City's insurance provider.

Section 5: Dental:

The City of Vernon provides a dental insurance plan to employees. In the event an employee does not exceed his/her monthly employer medical allowance, the employee shall be allowed to apply any unused portion toward the purchase of dental insurance for himself/herself and eligible dependents. The cost of any plan selected by the employee that exceeds his/her monthly employer medical allowance shall be paid by the employee through a pre-tax payroll deduction.

Section 6: Vision:

The City of Vernon provides a vision care plan to employees. The City shall pay 100% of the cost of such a plan for employees only. All premiums for vision coverage at each tier of coverage are to be deducted from the total monthly city contribution for Medical, Dental, and vision coverage. In the event an employee does not exceed his/her monthly employer medical allowance, the

employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for vision care.

Section 7: Life Insurance:

The City provides a \$20,000 life insurance plan to employees. The City shall pay 100% of the cost of such plan for employees. The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee. In the event an employee does not exceed his/her monthly employer medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for supplemental life insurance.

The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee; however, the City shall be obligated to pay the cost or provide said medical, dental, vision, and life insurance benefits as described so long as this MOU remains in effect.

Section 8: Retiree's Medical

Employees must retire from the City of Vernon under a CalPERS Benefit Formula (i.e. Age 50 or 57 Formula) to be eligible for Retiree Medical/Dental Benefits.

For employees hired by the City before July 1, 2019, the following retiree medical benefits apply:

The City shall pay up to \$1,100 per month towards the employee's option of the City's medical and dental insurance programs for the employee and his/her eligible spouse in the classifications represented by the Vernon Police Officers Benefit Association who have been employed as sworn Peace Officers for a minimum of twenty (20) years and a minimum of 10 years of that service has been in the employment of the City of Vernon. The maximum \$1,100 City contribution shall be applied only toward a city provided medical and dental premium plan payment and shall have no cash surrender value.

The City's contribution toward the Retiree Medical/Dental Benefit Plan shall continue for said retired employee and eligible spouse up to the age of sixty-five (65). Upon reaching the age of

sixty-five (65), the retiree and/or eligible spouse shall apply for Medicare Part A and Part B coverage, whereupon the City's insurance shall become supplemental coverage. The City shall pay up to \$1,100 per month of the cost to provide any Medicare supplemental medical and dental insurance plan offered by the City of Vernon. The City will not be the primary insurance carrier once the retiree and/or eligible spouse reaches the age of sixty-five (65). If the retiree or eligible spouse fails to timely obtain and maintain Medicare coverage, the City shall not be required to provide any medical/dental benefits until such Medicare coverage is obtained and maintained. The maximum \$1,100 City contribution shall be applied only towards a City sponsored Medicare supplemental medical and dental premium plan payment and shall have no cash surrender value.

All retired employees with a minimum of ten (10) years of continuous uninterrupted service with the City may pay the City's premium cost for medical and dental insurance for employee only, up to the age of sixty-five (65) after which time Medicare will become the primary insurance carrier. The retired employee may remain on the City's supplemental insurance to Medicare at his/her cost provided the retiree has timely obtained and maintains Medicare coverage.

Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining eligibility for retiree medical benefits.

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Should the retired employee fail to pay his/her required cost of the insurance premium for the City's medical/dental benefit plan for any three (3) consecutive months or, should the coverage otherwise lapse for any reason other than City's non-payment, then the City's obligation to maintain the retiree's medical/dental benefit plan shall automatically terminate without the need for further notice.

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Eligible retired employees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement payment for the employee and his/her eligible spouse of \$1,100 or the equivalent to the then-current lowest cost City-offered Employee + Spouse medical HMO and/or dental HMO insurance premium, whichever is greater, as permitted by the Public Employee Pension Reform Act (PEPRA). Once a retired employee opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-

enroll.

For employees hired by the City on or after July 1, 2019, the following retiree medical benefits apply:

The City shall pay up to the amount equivalent to the then current, lowest cost, employee only HMO insurance premium for the City's medical and/or dental insurance premium(s) for all full-time regular employees in the classifications represented by the Vernon Police Officers Benefit Association who have been employed as sworn Peace Officers for a minimum of twenty (20) years and a minimum of ten (10) years of that service has been in the employment of the City of Vernon. The City contribution shall be applied only toward a city provided medical and dental premium plan payment and shall have no cash surrender value.

The City's contribution toward the Retiree Medical/Dental Benefit Plan shall continue for said retired employee up to the age of sixty-five (65). Upon reaching the age of sixty-five (65), the retiree shall apply for Medicare Part A and Part B coverage, whereupon the City's insurance shall become supplemental coverage. The City shall pay up to the cost of any Medicare supplemental medical and dental insurance plan offered by the City of Vernon. The City will not be the primary insurance carrier once the retiree reaches the age of sixty-five (65).

If the retiree fails to timely obtain and maintain Medicare coverage, the City shall not be required to provide any medical/dental benefits until such Medicare coverage is obtained and maintained.

All retired employees with a minimum of ten (10) years of continuous uninterrupted service with the City may pay the City's premium cost for medical and dental insurance for employee only, up to the age of sixty-five (65) after which time Medicare will become the primary insurance carrier. The retired employee may remain on the City's supplemental insurance to Medicare at his/her cost provided the retiree has timely obtained and maintains Medicare coverage.

Should the retired employee fail to pay his/her required cost of the insurance premium for the City's medical/dental benefit plan for any three (3) consecutive months or, should the coverage otherwise lapse for any reason other than City's non-payment, then the City's obligation to maintain the retiree's medical/dental benefit plan shall automatically terminate without the need

for further notice.

Eligible retired employees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement payment up to the amount provided above depending on the employee's date of hire as permitted by the Public Employee Pension Reform Act (PEPRA). Once a retired employee opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll.

Section 9: Vacations

A. Accrual

- Vacation accrual after the first year of service: 120 hours per year
- Vacation accrual after ten (10) years of service: 160 hours per year
- Vacation accrual after completion of twenty-five (25) years of service: 170 hours per Year

Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining accrual of vacation leave.

B. Policy

Employees may take all or part of their vacation in increments of one-fourth (1/4) hour or more, as determined by the Police Chief at his/her discretion with due regard for the wishes of the employee and the needs of the Department.

Any request will be honored only if, in the opinion of the Police Chief or ~~his/her~~ designee, the manpower or service level on the day or days and at the times requested is adequate to permit granting such a request.

Vacation time provided for herein shall be accumulated from calendar year to calendar year, and shall be compensated for if not utilized during said period.

Section 10: "In Lieu" Holidays

Employees shall receive one hundred and ten (110) "in lieu" holiday hours per fiscal year. Each year, the City will determine the number of holidays observed and shall provide in-lieu holiday hours for these employees in an amount equal to the number of observed holidays multiplied by the employees' paid hours per shift.

“In lieu” holidays will be credited to each employee on each July 1 in which he/she is on the active payroll of the Department, including those on “Light Duty,” in a classification represented by the VPOBA, and must be taken prior to the immediately following July 1.

“In lieu” holidays may be taken in increments of one-fourth (1/4) hour or more, on dates desired by the employee subject to the needs of the Vernon Police Department.

“In lieu” holidays, if not taken, shall not be paid for except if the employee was denied an opportunity to take them off during the fiscal year for which such “in lieu” holidays were granted. In that case only, the employee shall be paid for said “in lieu” holidays not taken with his/her first possible payroll check on or after July 1 of the fiscal year following the year for which the “in lieu” holidays were credited, at his/her then basic rate, excluding all other compensation, computed in accordance with the applicable Salary Resolution of Vernon. An employee who quits or is terminated shall not be entitled to any compensation for “in lieu” holidays not taken.

If the City Council, during the fiscal year, provides one or more additional holidays to the miscellaneous employees in addition to those holidays provided for in Resolution No. 8764, Employees shall receive the same number of any additional holidays. Any additional “in lieu” holiday time received by employees will be for a maximum of ten (10) hours per day received.

Section 11: Sick Leave

Employees only receive sick leave accrual while they are in a paid status. Employees shall accrue sick time at a rate of 3.08 hours per pay period (80 hour annually), with a maximum cap of 960 hours. Upon reaching the cap, employees will continue to accrue sick leave provided; however, in or about February of each year all accrued sick leave in excess of 960 hours shall be cashed in at fifty percent (50%) of the employee’s regular rate of pay.

If an employee separates or terminates employment with the City, they shall be compensated for any accrued sick leave hours at the time of separation not to exceed 960 hours. Employees that separate from service with more than 20 years of service credit shall be compensated at 100% of their current pay rate applied to the first 480 sick leave hours and 50% for their remaining hours up to the cap of 960 hours. Employees with less than 20 years of service shall be compensated at

50% of their then current pay rate up to the cap of 960 hours. Employees shall have the option of obtaining service credit for the accrued, unused sick leave hours instead of a cash payment pursuant to California Government Code Section 20965.

Employees are expected to contact their supervisor or Department head as soon as possible to report a sick leave time off notification and provide appropriate information on the nature of the illness or injury and the expected duration of the time off. Employees unable to report for duty due to an illness should be required to call in and notify the on-duty supervisor a minimum of 2 hours before they are due to start their shift.

An employee who is absent on sick leave for more than two (2) consecutive shifts shall be required by his or her supervisor to provide a doctor's note in order to be paid for the sick leave.

Section 12: Bereavement Leave

When an employee is compelled to be absent from duty by reason of death or critical illness (where death appears imminent) of a member of the employee's immediate family (father, mother, brother, sister, spouse, children, mother-in-law, father-in-law, grandmother, grandfather, grandchildren, grandmother-in-law, grandfather-in-law, step children, step parents, step parents-in-law, step brother/sister-in-law, or registered domestic partner), such person will be permitted, subject to the Chief of Police's approval, to a leave of absence with pay for up to the equivalent to one work week (37.5, 40, OR 47.5 hours) based on the individual employee's regular schedule.

Employees will be allowed to utilize their vacation time, any compensatory time, or any "in lieu" holiday time that is due to the employee, in order to lengthen such bereavement time.

The employee shall furnish satisfactory evidence of such death or critical illness to the Chief of Police, if requested.

Section 13: Deferred Compensation

Employees are eligible to participate in the City's Deferred Compensation Program.

Section 14: Other City Employee Programs

Employees are eligible to participate in all City sponsored programs passed by City Council

Resolutions that are intended to benefit all employees in the areas of, but are not limited to, the following:

- Buyback of military leave for PERS retirement time
- Computer loan purchase plan
- Corrective eye surgery plan
- Hearing aid devise plan
- Tuition reimbursement plan
- Family Medical Leave Act (FMLA)

Section 15: City Vehicle

The Police Sergeant assigned to detective duties shall be allowed to take his/her assigned City vehicle home.

ARTICLE EIGHT

WORK SCHEDULE AND ABSENCES

Section 1: Provisions

The Vernon Chief of Police at his/her sole discretion shall establish the work schedule.

Section 2: Work Schedule 3/12 Plan

Law Enforcement agencies are allowed to establish a work period of any length between seven (7) and twenty-eight (28) consecutive days. At the City, employees must work one hundred sixty (160) hours per twenty-eight (28) day cycle. In order to be compliant, employees will work three (3), twelve and one half hour (12 1/2) days per week with a ten (10) hour payback per month, without incurring any overtime.

In the event the City needs to adjust any work schedule, the City agrees that no such modification will be conducted without first notifying the effected employee a minimum of 10 days prior to the change, unless agreed to by the effected employee(s) and the Chief of Police or his designee.

The City agrees to continue the 3/12 Plan for employees assigned to patrol, with the exception of specific assignments. The VPOBA agrees that the City may, at its sole discretion and at any time, terminate the 3/12 Plan. The VPOBA agrees that the termination of the 3/12 Plan is not subject to the grievance procedure or any other administrative review and that the 3/12 Plan is not and shall not become a vested right in any manner, and that a decision to terminate such 3/12 Plan is subject to the meet and confer process.

Section 3: Shift and Code Seven Policy:

Patrol personnel shall work a twelve- and-one-half (12 1/2) hour shift. The first one-half hour shall be used for briefing and training purposes. Lunch time (Code 7) shall be part of the shift and is compensable.

Section 4: Sergeants

Patrol sergeants are entitled to eight (8) months of weekends off per year (including Saturday and Sunday). In the event there is a need to adjust a Patrol Sergeant's work schedule due to staffing issues, no such modification will be conducted without first notifying the affected Sergeant a minimum of 10 days prior to the schedule adjustment. There may be an exception to the minimum schedule change notice if the affected Sergeant is in agreement to an immediate change in his/her work schedule.

Section 5: Shift Trades

The practice of shift trading shall be voluntary on behalf of each employee involved in the trade. A shift trade must be pre-approved by a supervisor. The trade must be due to the employee's desire or need to attend to a personal matter and not due to the department's operations. The employee providing the trade shall not have his/her compensable hours increased as a result of the trade; nor shall the employee receiving the trade have his/her compensable hours decreased as a result of the trade.

If one individual fails to appear for the other (regardless of the reason), the person who was scheduled as a result of the shift trade will be listed as absent without leave and may be subject to discipline.

Any premium pay or other extra compensation shall continue to accrue only to the person originally entitled to the premium pay or extra compensation. Any hours worked beyond the normal work day will be credited to the individual actually doing the work. "Paybacks" of shift trade are the obligation of the two employees involved in the trade. "Paybacks" are to be completed within one (1) calendar year of the date of the initial shift trade.

Any dispute as to the "paybacks" is to be resolved by the involved employees, and under no

circumstances will the department be obligated for any further compensation whatsoever to any of the involved employees. The department is not responsible in any manner for hours owed to employees by other employees that leave the employment of the City or are assigned other duties. A record of all initial shift trades and “paybacks” shall be maintained by the involved employees on forms provided by the Department.

Section 6: Early Relief

The practice of early shift relief shall be voluntary on behalf of each employee involved in the relief. The employee providing the early relief shall not have his/her compensable hours increased as a result of the early relief; nor shall the employee relieved early have his/her compensable hours decreased as a result of the early relief.

“Paybacks” of early relief hours are the sole obligation of the two employees involved in the early relief. Any dispute is to be resolved by the involved employees, and under no circumstances will the Department be obligated for any further compensation whatsoever to any of the involved employees. The Department is not responsible in any manner for hours owed to employees by other employees who leave the employment of the City or are assigned other duties.

Section 7: Staffing

The City agrees, at the minimum, to meet and discuss any newly budgeted sworn position to determine special assignment pay, as appropriate.

ARTICLE NINE

GRIEVANCE PROCEDURE

GRIEVANCE DEFINITION

A grievance shall be defined as an allegation by an employee or the Association of a misinterpretation, misapplication or violation of a particular provision of this MOU, City policy, rule or past practice. The grievance procedure shall not be used in connection with an impasse in collective bargaining, nor with disciplinary actions or other matters for which appeal procedures exist under the Discipline and Disciplinary Actions article herein, or pursuant to statute.

DAYS

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

Step One - Immediate Supervisor

Within fifteen (15) days of the date the employee(s) knew or reasonably should have known of the incident giving rise to the grievance, the employee(s) or the Association shall initiate the grievance procedure by explaining the situation orally or in writing to the immediate supervisor of the affected employee(s). The Association and/or employee(s) waives the right to proceed with the grievance if the grievant does not initiate the procedure by this deadline. After the presentation of the grievance to the supervisor, the supervisor shall make a decision and present his/her decision, in writing, to the Association and employee(s) within five (5) days.

Step Two - Department Head

If the Association or employee(s) is not satisfied with the decision of the immediate supervisor, the grievant(s) shall present the grievance, in writing, to the Chief of Police within ten (10) days of the decision of the immediate supervisor. The Association and/or employee(s) waives the right to proceed with the grievance if the grievant(s) does not act by this deadline. Within five (5) days, the Chief of Police, or the designee of the Chief of Police, shall meet with the Association and employee(s) to hear the grievance. Within five (5) days of hearing the grievance, the Chief of Police or designee shall present his/her decision, in writing, to the Association and employee(s), with copies to the Human Resource Director and the City Administrator.

Step Three - City Administrator/Advisory Arbitration

If the Association or employee(s) is not satisfied with the result of the meeting with the Chief of Police, the grievant may request the matter be heard by the City Administrator or designee, or the Association may choose to have the matter heard by an impartial hearing officer (arbitrator).

Should the matter be submitted directly to the City Administrator or designee, he/she shall meet with the Association and/or employee(s) within eight (8) days of receipt of the grievant's written notice. If the Association and/or employee(s) elects to have the matter heard by the City Administrator or designee, the Association and/or employee(s) waives the right to have the matter heard by an arbitrator. Within eight (8) days of hearing the grievance, the City Administrator shall provide his/her decision, in writing, to the Association and employee(s). The decision of the City Administrator shall be final and binding, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

If the Association elects arbitration, costs of the arbitration shall be shared equally between the Association and the City. A court reporter shall be retained only by mutual consent of the parties. The costs of the arbitration, including the court reporter, shall be divided in half (i.e. 50/50) by the parties. Attorney fees, staff time and witness fees shall not be shared between the parties and shall be paid by the party that incurred the cost. If only one party wishes to retain a court reporter, the requesting party shall bear the cost of said reporter.

If the Association elects arbitration, the City shall request a list of seven (7) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other mutually agreed upon source within ten (10) days of the Association's request. If the parties are unable to agree on an arbitrator from that list, an arbitrator will be selected by the parties alternately striking names from the list until only one (1) name remains. The selected arbitrator shall serve as the hearing officer. All arbitration proceedings arising under the Grievance procedure shall be governed by the provisions of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.

Within eight (8) days of receipt of the arbitrator's recommendation, the City Administrator shall provide his/her decision, in writing, to the Association and employee(s). The recommendation of an arbitrator shall be advisory to the City Administrator or designee. The decision of the City Administrator shall be final and binding, subject to the option of the employee to bring a

proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

All time limits specified in the foregoing procedure may be waived only by mutual written agreement.

ARTICLE TEN

DISCIPLINE & DISCIPLINARY APPEALS PROCEDURE

A. DISCIPLINARY ACTIONS

The tenure of every City employee shall be based on reasonable standards of personal conduct and job performance. Failure to meet such standards shall be grounds for appropriate disciplinary action, which shall be commensurate with the seriousness of the offense and with consideration of the employee's personnel file. Progressive discipline will be used; however, this does not preclude the City from taking disciplinary action, up to and including termination, for an incident for which there is no prior documentation as long as the disciplinary action is warranted and is based on just cause.

The procedures herein shall be followed when, in the judgment of the Chief of Police, an employee has committed an act or omission that justifies discipline. The Chief of Police or ~~his/her~~ designee shall advise employees of contemplated disciplinary actions in writing and allow the employee an opportunity to respond to such charges prior to taking final action.

Disciplinary actions should be documented in the employee's official personnel file. Performance deficiencies documented in the employee's performance evaluation as "does not meet standards" may be the basis for disciplinary action if the employee fails to correct those performance deficiencies within the time period designated by his/her supervisor. To the extent possible, performance deficiencies or other causes for discipline will be documented in the employee's personnel file.

Upon the City receiving authorization from the employee, the City will provide the Association with all written notices of discipline given to employees represented by Association. The written notice of discipline will also inform the employee that he/she has the right to consult with the Association with regard to the disciplinary action being taken.

Nothing in this article shall preclude the Chief of Police or ~~his/her~~ designee from ordering a public safety officer to cooperate with other agencies involved in criminal investigations, except where the public safety officer may be the focus of the investigation. If an officer fails to comply with such an order, the officer may be officially charged with insubordination.

B. VERBAL OR WRITTEN REPRIMAND PROCEDURES/APPEALS

Any sworn employee having received a verbal or written reprimand shall be entitled to the following appeal procedure; this will be the sole and exclusive procedure afforded to employees for appealing disciplinary action consisting of a written reprimand or less. Subsection (D) (Pre-Disciplinary Procedures), and Subsection (E) (Disciplinary Appeal Procedures), herein shall not apply to disciplinary action consisting of a verbal or written reprimand. This appeal process shall not be applicable to performance evaluations.

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

Within ten (10) days of the employee's receipt of the verbal or written reprimand, the employee may request in writing a meeting with the supervisor who issued the reprimand. Failure to request a meeting within ten (10) days will constitute a waiver of the employee's right to respond. The employee's appeal may be made verbally or in writing. After the meeting or receipt of the employee's written appeal, the supervisor will have ten (10) days to respond to the employee in writing.

If the matter is not resolved to the affected employee's satisfaction, the employee may seek review of the supervisor's decision by submitting a written request to the Chief of Police or ~~his/her~~ designee within ten (10) days of receipt of the supervisor's decision. The determination of the Chief of Police or ~~his/her~~ designee is final and binding, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

C. PRE-DISCIPLINARY PROCEDURES

Prior to the suspension, demotion, reduction in pay or dismissal of any permanent employee for disciplinary purposes, the following procedures shall be followed:

Written Notice of Proposed Action

Written notice of the proposed disciplinary action shall be given to the employee. Such notice shall include the proposed effective date of the discipline, a statement of the reason(s) for the proposed action, including the rule or standard of conduct allegedly violated, the proposed discipline and the charge(s) being considered.

Employee Review

The employee shall be supplied with a copy of the documents or materials upon which the proposed disciplinary action is based.

Employee Response/Pre-Disciplinary Conference

The notice of proposed action shall state the date by which the employee must exercise the right to respond orally, in writing or both orally and in writing. This represents the pre-disciplinary opportunity for the employee to state any reasons that he/she believes the proposed action to be inappropriate. The employee shall have a reasonable amount of time to respond, which shall not be fewer than ten (10) days. This date may be adjusted by mutual agreement. Failure to respond by the assigned date will constitute a waiver of the right to respond. Any response will be fully considered before any final action is decided upon.

The Pre-Disciplinary Conference does not need to be an evidentiary hearing. An employee has the right to have a representative of his or her own choosing at the conference. The City may conduct further investigation if the employee's version of the facts or new information raises doubts as to the accuracy of the City's information leading to the discipline proposal.

Written Notice of Final Action

After consideration of the employee's response, or in the absence of a response, written notice of the final disciplinary action shall be given to the employee. Such notice shall include essentially the same information contained in the notice of proposed action, except that the employee's formal appeal rights shall be stated.

Emergencies

When, in the opinion of the City, immediate disciplinary action is required to protect the health, safety or welfare of the public, other employees or the employee himself, the employee may be suspended for up to five (5) days pending the processing of the notices required in Section C of this article or may be suspended with pay pending the completion of such investigations or hearings as may be required to determine if disciplinary action is to be taken. If the charges and/or allegations are not sustained, the employee suspended without pay shall be entitled to reinstatement with full back pay and benefits.

D. DISCIPLINARY APPEAL PROCEDURES

Major Discipline

Any permanent employee in the classified service shall have the right to appeal any dismissal, suspension of three (3) days or more, reduction in salary, or non-probationary demotion. The appeal process shall not be applicable to probationary employees. The appeal process shall not be applicable to performance evaluations, verbal and/or written reprimands.

An employee desiring to appeal the discipline shall have ten (10) days after receipt of proposed notice of discipline. The employee's request for appeal must be addressed to the City Administrator and received in the Human Resources Department. The Human Resources Department shall date stamp the employee's appeal to verify the timeliness of the appeal.

If, within the 10 day appeal period, the employee does not file the appeal, unless good cause for the failure is shown, the discipline shall be considered conclusive. If the employee files a timely appeal, an arbitration appeal hearing shall be established as follows:

1. The employee shall submit a written request to the Human Resources Department for advisory arbitration to the City Administrator or designee. The City and Association will share equally share (i.e. 50/50) the arbitration-related expenses, excluding attorney fees, expert witness(es) and staff time.
2. The City shall request a list of seven (7) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other agreed upon source within ten (10) days of the employee's request. If the parties are unable to agree on an arbitrator from that list, an arbitrator will be selected by the parties alternately striking names from the list until only one (1) name remains.
3. The selected arbitrator shall serve as the hearing officer.
4. All arbitration proceedings arising under this procedure shall be governed by the provisions of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.
5. All time limits specified in the procedure may be waived by mutual written agreement.

6. At the conclusion of the hearing, the arbitrator will submit his/her findings to the City and the employee. Within eight (8) days of receiving the arbitrator's findings, the City Administrator shall provide his/her decision, in writing, to the employee. The City Administrator's decisions shall set forth which charges, if any, are sustained and the reasons therefor. The opinion shall set forth findings of fact and conclusions. The City Administrator's decision is final, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

Minor Discipline

Any permanent employee shall have the right to appeal any suspension below the threshold of major discipline. This appeal process shall not apply to probationary employees.

If the issue cannot be resolved between the employee and the supervisor, the employee may, within ten (10) days from receiving notice of the proposed discipline, request and be granted an interview with the Chief of Police or ~~his/her~~ designee in order to discuss the appeal.

The Chief of Police or designee shall render his/her decision in writing within fifteen (15) days of receiving the appeal. If the Chief of Police and employee are unable to arrive at a satisfactory solution, the employee may, within fifteen (15) days from the date of the decision by the Chief of Police, submit a written appeal to the City Administrator or designee. The City Administrator or designee will respond or schedule a meeting within fifteen (15) days. The City Administrator or designee shall render his/her judgment as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing. His/her decision shall set forth which charges, if any, are sustained and the reasons therefore. The opinion shall set forth findings of fact and conclusions. The decision of the City Administrator shall be final and binding, subject to the option of the employee to bring a proceeding pursuant to Code of Civil Procedure sections 1094.5 and 1094.6.

ARTICLE ELEVEN

MANAGEMENT RIGHTS

The City retains all its exclusive rights and authority under State and Federal law and expressly and exclusively retains its management rights, which include, but are not limited to:

- A. The exclusive right to determine the mission of its constituent departments, commissions, and boards.
- B. Set standards and levels of service.
- C. Determine the procedures and standards of selection for employment and promotions.
- D. Direct employees.
- E. Establish and enforce dress and grooming standards.
- F. Determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons.
- G. Maintain the efficiency of governmental operations.
- H. Determine the methods, means and numbers and kinds of personnel by which government operations are to be conducted.
- I. Determine the content and intent of the job classifications.
- J. Determine methods of financing.
- K. Determine style and/or types of city-issued wearing apparel, equipment or technology to be used.
- L. Determine and/or change the facilities, methods, technology, means, organizational structure and size and composition of the work force and allocate and assign work by which the City operations are to be conducted.
- M. Determine and change the number of locations, relocations and type of operations processes and materials to be used in carrying out all city functions, including, but not limited to, the right to contract for or subcontract any work or operations of the City.
- N. Assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice.

- O. Establish and modify productivity and performance programs and standards.
- P. Discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees in accordance with applicable state law.
- Q. Establish employee performance standards including, but not limited to, quality and quantity standards, and to require compliance therewith.
- R. Take all necessary actions to carry out its mission in emergencies.
- S. Exercise complete control and discretion over its organization and the technology of performing its work.

The exercise of such rights shall not preclude employees or their representatives from meeting and conferring or meeting and consulting, as required by law, with management representatives.

SIGNATURE PAGE

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CITY OF VERNON

**VERNON POLICE OFFICERS
BENEFIT ASSOCIATION**

Carlos R. Fandino, Jr.
III
City Administrator / "MERR"

~~Gustavo S. Herrera~~ Ignacio S. Estrada
~~Vice~~ President

Michael A. Earl
Director of Human Resources

Lorenzo Gaytan
Negotiating Committee

~~Ana K. Rueda~~ Scott A. Williams
~~Director of Finance/City Treasurer~~ Human Resources Analyst

~~Jose M. Ramos~~ Phillip M. Swinford
~~Board Member~~ Negotiating
Committee

~~Lisette M. Grizzelle~~
~~Senior Human Resources Analyst~~

Marissa R. Velez
Negotiating Committee

Robert Todd
Attorney

APPROVED AS TO FORM:

Zaynah N. Moussa
~~Senior Deputy~~ Interim City Attorney

APPROVED AND ADOPTED BY THE CITY COUNCIL ON _____, PER
RESOLUTION NO. _____.

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ATTEST:

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~~Deborah Harrington~~ Lisa Pope

Dated: _____

| ~~Interim~~ City Clerk

City Council Agenda Item Report

Submitted by: Michael Earl
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Memorandum of Understanding by and between the City of Vernon and Teamsters, Local 911

Recommendation:

Adopt Resolution No. 2022-27 approving the Memorandum of Understanding by and between the City of Vernon and Teamsters, Local 911 for the period of July 1, 2022 through June 30, 2025.

Background:

The existing Memoranda of Understanding (MOUs) between the City of Vernon and the City's four bargaining groups expired June 30, 2022. Pursuant to City Council direction and authority, negotiations with the bargaining groups began in April 2022. Labor negotiations with Teamsters, Local 911, representing a variety of technical, maintenance, and administrative City staff, have been ongoing since May 17, 2022 for a successor MOU. On June 21, 2022, the parties reached a tentative agreement on the terms of a successor MOU, which is scheduled for a ratification vote on Monday, July 18, 2022.

It is recommended that City Council approve a successor MOU with Teamsters, Local 911 for the period of July 1, 2022 through June 30, 2025 that reflects the following key provisions:

- Three year term from July 1, 2022 through June 30, 2025;
- A 3% Cost of Living Adjustment (COLA) in July of each year of the MOU;
- Increase Bilingual Pay from \$125 to \$275 per month consistent with all eligible City employees;
- Revision to calculation of Holiday In-Lieu hours;
- Updated language relating to Sick Leave usage to be consistent with State law;
- Reimbursement for bi-annual recertification required of Environmental Health Specialists;
- Development of supervisory guidelines for remote work; and
- Prior City of Vernon service credit for current employees towards eligibility for retiree medical benefits and vacation accrual.

Changes from the previous MOU are redlined in the draft 2022-2025 MOU (Attachment 2).

Fiscal Impact:

The estimated fiscal impact of the 2022-2025 Teamsters MOU is approximately \$285,175 for Fiscal Year 2022-23. Sufficient funds are available in the salary and benefit accounts for each City Department. Funding for future years will be included in future proposed budgets.

Attachments:

1. [Resolution No. 2022-27](#)
2. [2022-2025 Teamsters MOU \(Redline\)](#)

RESOLUTION NO. 2022-27

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON
APPROVING THE MEMORANDUM OF UNDERSTANDING BY AND
BETWEEN THE CITY OF VERNON AND TEAMSTERS LOCAL 911 FOR
THE PERIOD OF JULY 1, 2022 THROUGH JUNE 30, 2025

SECTION 1. Recitals.

- A. The Teamsters Local 911 (Teamsters) has been recognized as an employee organization pursuant to Resolution No. 4027.
- B. On August 6, 2019, the City Council of the City of Vernon adopted Resolution No. 2019-33, approving a Memorandum of Understanding by and between the City and Teamsters for the period of July 1, 2019 through June 30, 2022 (2019-2022 MOU).
- C. The City and Teamsters have concluded labor negotiations regarding wages, benefits and working conditions for the period of July 1, 2022 through June 30, 2025.
- D. Representative members of Teamsters and the City have agreed to execute a Memorandum of Understanding setting forth certain terms and conditions for employment of City of Vernon employees in classifications represented by Teamsters, for the period of July 1, 2022 through June 30, 2025 (2022-2025 MOU).
- E. The City Council desires to approve the 2022-2025 MOU.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. The City Council of the City of Vernon hereby approves the Memorandum of Understanding between the City of Vernon and Teamsters Local 911, in substantially the same form attached hereto as Exhibit A.

SECTION 4. The City Council of the City of Vernon hereby instructs the City Administrator, or his designee, to take whatever action is deemed necessary or desirable for the purpose of implementing and carrying out the purposes of this Resolution and the transactions herein approved or authorized, including but not limited to, any nonsubstantive changes to the 2022-2025 MOU attached herein.

SECTION 5. The City Council of the City of Vernon hereby directs the City Clerk, or the City Clerk's designee, to send a fully executed 2022-2025 MOU to Carlos Rubio, Vice-President/Senior Business Representative of Teamsters Local 911.

SECTION 6. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney



MEMORANDUM OF UNDERSTANDING BETWEEN

CITY OF VERNON AND TEAMSTERS LOCAL 911

July 1, 2022 through June 30, 2025



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MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF VERNON
AND
TEAMSTERS LOCAL 911 (TEAMSTERS)

PREAMBLE

This Memorandum of Understanding (hereinafter referred to as “MOU”) is entered into by and between the City of Vernon (hereinafter referred to as “City”) and the California Teamsters, Public, Professional and Medical Employees Union, Local 911, affiliated with the International Brotherhood of Teamsters (hereinafter referred to as the “Union”). It is the purpose of this MOU to promote and provide for harmonious relations, cooperation, and understanding between Management and the Employees covered by this MOU. This MOU is entered into with reference to the following facts:

- A. Representatives of management for the City of Vernon (hereafter “City”) and representatives of Teamsters Local 911 (hereafter “Union”) have met and conferred in good faith exchanging proposals concerning wages, hours, fringe benefits and other terms and conditions of employment of employee-members represented by the Union.
- B. The management representatives and the representatives of the Union have reached an understanding as to recommendations to be made to the City Council for the City of Vernon and to the membership of the Union.
- C. This MOU incorporates, contains, and represents all of the terms and conditions agreed upon by both parties as of the date this agreement is ratified.

ARTICLE ONE

FUNDAMENTALS

Section 1: Recognition

The City recognizes the California Teamsters, Public, Professional, and Medical Employees Union, Local 911 (“Union”) as the certified majority representative of the employees, comprised of Addendum A, as the exclusive representative of the employees for purposes of collective bargaining for all terms and conditions within this Memorandum of Understanding.

Section 2: No Discrimination

The provisions of this Memorandum of Understanding shall be applied equally to all employees covered hereby. Neither the City nor the Union shall discriminate against any individual or employee with respect to their compensation, terms, condition, or privileges of employment or because of an individual’s race, color, sex, religion, national origin, age, marital status, disability, pregnancy, sexual orientation, political or religious opinions or affiliations, or membership or non-membership in the Union.

The City and Teamsters agree that the City’s policies set forth in the City of Vernon’s Personnel Policies and Procedures Manual and the Administrative Manual shall be applied in a non-discriminatory manner as prohibited by state and federal anti-discrimination, anti-harassment, and whistleblower laws. Employees shall not be subject to intimidation, retaliation, coercion, or discrimination for exercising their rights under these policies.

Section 3: No Strikes or Lockouts

During the life of this agreement no work stoppages, strikes, or slowdowns shall be caused or sanctioned by the Union, and no lockouts shall be made by the City.

Section 4: Layoffs

In accordance with the Meyers-Milias Brown Act, the City and the Union shall meet and confer on the effect of its actions to layoff. This will occur prior to implementation of layoffs, except in emergency circumstances wherein the City Council declares a fiscal emergency pursuant to Article II, Chapter 2.2 of the City of Vernon City Charter. The agreement to meet and confer over the effect of the exercising of a City right shall not in any way impair the right of the City to exercise and implement any of its rights to layoff.

Section 5: City/Union Meetings

Representatives from the Union and the City shall meet as needed to discuss issues of mutual

concern.

Section 6: Union Business

A. Use of Bulletin Boards

The City shall provide the Union designated bulletin boards where employees will have access during regular business hours, subject to the following conditions:

1. All Postings for bulletin boards must contain the date of posting and the identification of the Union, and
2. Union will not post information, which is defamatory, derogatory, or obscene, subject to the immediate removal of the right to post for a period not to exceed ninety (90) days.
3. The City will provide separate bulletin boards for the exclusive use of the Union at the following locations:
 - A. Lunchroom in the City Yard.
 - B. Communications Center in Police Department.
 - C. West wing lunchroom on the second floor of City Hall.
 - D. South wing lunchroom on the second floor of City Hall.
 - E. Lunchroom on the third floor of City Hall.

B. Access to Facilities

Except as specifically identified in Section D below, all Union business will be conducted by employees and Union representatives outside of established work hours.

Nothing herein shall be construed to prevent a Union representative or an employee from contacting the Human Resources Director or other management representatives regarding personnel related matters during work hours. The authorized Union Business Agent shall be given access to work locations during working hours provided that prior to visiting any work location the Union representative shall:

Obtain authorization for the visit from the Human Resources Director or designee. In the event the requested time and/or location of such visit by the Union Business Agent is denied because it would interfere with the operations of the department, the Human Resources Director or designee shall consult with the Union Business Agent regarding availability and set an alternative time and/or location for such visit within seventy-two (72) hours of the request.

The Union may schedule meetings in the City facilities at such times these facilities are not in use by submitting a written request to the Human Resources Director or designee, which shall include the date, time, and number of people expected. Approval will be granted in the same manner as it is granted to other organizations.

C. Shop Stewards

The City agrees to recognize up to five (5) Stewards appointed by the Union. One of the five (5) shall be appointed by the Union as the Chief Steward. The Union shall notify the City in writing of the names and departments of each Steward and Chief Steward.

D. Union Business

The Chief Steward and Stewards shall be allowed release time during their regular work hours to conduct Union related business as necessary provided it does not unreasonably interfere with the Stewards' and/or employees' regular work duties. If a Steward must leave their work location to conduct Union related business, he/she shall first obtain authorization from their supervisor to do so. Authorization to leave will be granted unless such absence would be unreasonable. If such authorization cannot be granted promptly, the Steward will be informed when time can be made available. To the extent reasonable and compatible with City operational needs, such time will not be more than forty-eight (48) hours, excluding scheduled days off and/or legal holidays, after the time of the Steward's request unless otherwise mutually agreed upon. For purposes of this section, "Union Business" shall include grievance investigations, meetings with management called by management or the Chief Steward/Steward, investigatory meetings where an employee has requested a Steward, contract/MOU negotiations, meetings with Human Resources involving personnel or labor relations matters, council meetings, health insurance committee meetings, and meetings of any other committees established by the City that involve matters directly pertaining to the bargaining unit with regard to said committees. Any Steward seeking leave time for Union business for tasks not listed in this section shall obtain authorization from the Human Resources Director or designee.

The City agrees to allow all employees of the bargaining unit paid release time to attend a Union meeting on site at the City up to twice per year, up to one (1) hour per meeting.

The City agrees to release up to five (5) Stewards per year to attend a one (1) day Union sponsored Steward seminar located in Southern California. The Union shall provide the City at least ten (10) calendar days prior written notice of the request to release the Stewards for the seminar. Such request shall include the date and start/end time of the seminar. City vehicles may be made available upon request subject to availability and the City's vehicle use policy.

Release time as provided for in any of the above sections shall not result in the City incurring any overtime.

E. Union Participation in New Employee Orientation

A Teamsters Local 911 representative(s) shall be notified of new employee orientations and shall be allowed to make a presentation to new hires for the sole purpose of providing employees with information regarding Teamsters Local 911 during City Hall hours.

Section 7: Management Rights

The City retains all of its exclusive rights and authority under Federal and State Law and the City Code, and expressly and exclusively retains its management rights, which include, but are not limited to:

- A. The exclusive right to determine the mission of its constituent departments, commissions, and boards;
- B. Set standards and levels of service;
- C. Determine the procedures and standards of selection of employment and promotions;
- D. Direct its employees;
- E. Establish and enforce dress and grooming standards as outlined by City Management in writing;
- F. Determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons;
- G. Maintain the efficiency of government operations;
- H. Determine the methods, means numbers, and kinds of personnel by which government operations are to be conducted;
- I. Determine the content and intent of job classifications;
- J. Determine methods of financing;
- K. Determine style and/or types of City issued wearing apparel, equipment, or technology to be used;
- L. Determine and/or change facilities, methods, technology, means, organizational structure, size, and composition of the work by which the City operations are to be conducted;
- M. Determine and change the number of locations and types of operations, processes, and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operations of the City;
- N. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice;
- O. Establish and modify productivity and performance programs and standards;
- P. Discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees in accordance with applicable laws and with the provisions of this MOU, including without limitation Article II, Section 6 – Probationary Period and 9 – Disciplinary Actions;
- Q. Take all necessary actions to carry out its mission in emergencies; and

- R. Exercise complete control and discretion over its organization and the technology of performing its work.

The Union and City agree that if the City's exercise of these rights impacts wages, hours, or terms and conditions of employment, the City will meet and confer on the effect of its actions. This will occur prior to implementation except in emergency circumstances as defined in law. The agreement to meet and confer over the effect of the exercising of a City right shall not in any way impair the right of the City to exercise and implement any of its rights.

Section 8: Contracting Out:

The City and the Union share a common interest in maintaining the stability and the security of the City's workforce. As such, the City agrees to notify the Union prior to any decision to contract with an outside party if such contracting out will have a significant, long-term impact on work performed by employees in classifications represented by the Union. Such notification will be given before a decision to contract out is made, and the Union will have an opportunity to comment prior to a determination by the City to enter into contracting arrangements. If such contracting out will result in potential layoff of any unit member(s), the City shall meet and confer over the impact and effect such contracting out will have on the membership. This provision shall not apply to contracts already established at the time this MOU is adopted.

Section 9: Employee Rights

The City and Union mutually recognize and agree to fully protect the rights of all employees covered by this MOU to join and participate in the activities of the Union and corresponding rights of covered employees to refrain from joining and participating in the activities of the Union. The City agrees that no employee shall be interfered with, intimidated, restrained coerced or discriminated against because of the exercise of these rights.

ARTICLE TWO

LEGAL LIMITATIONS, SAVINGS CLAUSE, AND TERM

Section 1: Legal Limitations and Savings Clause

It is understood and agreed that this Memorandum of Understanding (including, but not limited to, the provisions of the Fair Labor Standards Act) and any and all Resolutions or Ordinances adopted in implementation thereof are and shall be subject to all present and future applicable federal and state laws and regulations and shall be effective and implemented only to the extent permitted by such laws and regulations.

If any part of this Memorandum of Understanding or of any Resolution or Ordinance adopted in implementation thereof is in conflict or inconsistent with any such applicable provisions of federal and state laws or regulations or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded, and such applicable laws and regulations and the remainder of this Memorandum of Understanding shall not be affected thereby and shall remain in full force and effect.

Section 2: Term

- (a) Except as otherwise provided herein, this Memorandum of Understanding shall be in full force and effect from July 1, 2022, and shall remain in full force and effect up to and including midnight, the 30th day of June 2025 or until the next Memorandum of Understanding becomes effective.
- (b) This Memorandum of Understanding shall be binding on the City and the Union when approved and adopted by the City Council.

The City and the Union agree to submit proposals for any changes related to wages, benefits and/or other terms of and conditions of employment affecting this Memorandum of Understanding between February 1, 2025 and March 15, 2025.

Section 3: Modification and Waiver

The Union and the City hereby agree that no changes in this MOU regarding the hours or other conditions of employment of employees in the classification represented by the Union that would take effect prior to the expiration of the MOU shall occur, unless both parties mutually agree to such changes.

The City reserves the right to add to, delete from, amend, or modify the Administrative rules, the City Municipal Code, and the City's Personnel Policies and Procedures Manual during the term of the Memorandum of Understanding, subject to the requirements of the Meyers-Milias-Brown Act.

ARTICLE THREE

ORGANIZATIONAL SECURITY

Upon receipt of written certification from the Union of an employee's voluntary authorization for the deduction, the City shall deduct and remit to the Union the Union's initiation fee and periodic dues for members of the Union. Should there be a dispute regarding the existence or terms of the authorization for deduction of dues and/or fees, the Union shall provide the City with a copy of the authorization(s) signed by the employee.

Dues and/or fees withheld by the City shall be transmitted to the Union Officer designated in writing by the Union as a person authorized to receive such funds, at the address specified. Dues and/or fees shall be deducted from the first and second paycheck of each month and remitted to the Union by the last business day of the month.

The City shall not deduct money specifically earmarked for a PAC or other political activities unless such deduction is affirmatively, separately, and specifically authorized in writing by the unit member.

The Union shall keep an adequate itemized record of its financial transactions and shall make available annually to the City and, upon request, to the employees who are members of the unit, within sixty (60) days after the end of its fiscal year, a detailed written financial report in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or principal officer, or by a certified public accountant. A copy of financial reports required under the Labor-Management Disclosure Act of 1959, or Government Code section 3546.5, shall satisfy this requirement.

The Union shall provide protection to the City by indemnifying, defending, and holding the City harmless from and against all claims and liabilities as a result of any loss, claim, liability or cause of action arising out of the operation of this article.

ARTICLE FOUR COMPENSATION

Section 1: Salaries

- A. Effective the first day of the first full pay period in July 2022, the base salary ranges for the represented classifications shall be increased three percent (3%).
- B. Effective the first day of the first full pay period in July 2023, the base salary ranges for the represented classifications shall be increased three percent (3%).
- C. Effective the first day of the first full pay period in July 2024, the base salary ranges for the represented classifications shall be increased three percent (3%).

Section 2: Acting Pay

Employees who are assigned for six weeks or more to a higher position in an acting status during the absence of an incumbent, or to fill a vacancy until the vacancy can be filled by appointment, shall be eligible for Acting Pay. If all the conditions listed in Personnel Policy I-4, Acting/Interim Appointments have been satisfied the employee shall be compensated at either the beginning step of the higher classification, or 5% higher than he/she normally receives, whichever is greater, during the period of time that the employee is assigned to the higher position.

The employee must serve a minimum of 80 consecutive hours in the higher classification to be compensated at the higher rate. This compensation shall be retroactive to the first hour of the acting/interim appointment. Claims for acting/interim pay will not be honored beyond six months from the end of the acting/interim appointment. Please refer to Personnel Policy and Procedures I-4 Acting/Interim Appointments for specific details.

Section 3: Bilingual Pay

An employee shall be compensated for bilingual pay if their regular job duties provide for interaction with the public on a regular basis. Employee must demonstrate proficiency in speaking Spanish (the ability to read and write in Spanish may also be tested if necessary). Proficiency would be determined by successful completion of a proficiency test as determined by the Director of Human Resources. Those employees who successfully demonstrate this skill would be eligible to receive an additional \$275.00 per month for bilingual pay.

Section 4: Certification

An employee shall be eligible, to receive certificate pay in the amount of 2.5% of the employee's base rate of pay for possession of a maximum of one (1) of the below certificates within their respective classification. Employees shall be required to annually submit eligibility documentation upon request by the Human Resources Department. The Human Resource Department shall confirm that eligible certifications are not required as part of their respective classification. Employees who have received the certification pay during the term of the prior Agreement shall continue to be

eligible to receive the certificate pay during the term of this Agreement. Employees hired or promoted into a classification for which a certification is required as part of the minimum qualifications as set forth in the job description, shall not be entitled to receive certificate pay

CLASSIFICATION	CERTIFICATE PAY
As designated by the City Administrator	Notary Public - Employees designated by the City Administrator to perform notary public services on behalf of the City
Electrical Inspector	ICC – Building Inspector and Safety Assessment Program (SAP) Evaluator (Both certificates required)
	ICC – Plumbing Inspector UPC
	ICC – Mechanical Inspector UMC
	Certified Access Specialist - CASP (Only 2 employees eligible in the inspector classification series)
	Professional Electrical Engineer
Associate Engineer	Professional Engineer (Traffic, Geotechnical) – <i>Only one Traffic, Geotechnical and Land Surveyor certificate required for the entire engineering series</i>
	Professional Land Surveyor
Engineering Aid	Certified Landscape Auditor (Water position only)
	Backflow Tester Certificate (Water position only)
Facilities Maintenance Worker, Lead	Class B Commercial Driver's License
	Public Works Degree/Certificate
Facilities Maintenance Worker, Senior	Class B Commercial Driver's License
	Public Works Degree/Certificate
Mechanic, Lead	Class B Commercial Driver's License
	Welding Certification (Only one welder certification required in the mechanic classification series)
<u>Mechanic, Senior</u>	Class B Commercial Driver's License
	Welding Certification (Only one welder certification required in the mechanic classification series)

Mechanic	Class B Commercial Driver's License
	Welding Certification (Only one welder certification required in the mechanic classification series)
Senior Building Inspector	ICC – Electrical Inspector
	ICC- Plumbing Inspector UPC
	ICC –Mechanical Inspector
	Certified Access Specialist - CASP (Only 2 employees eligible in the inspector classification series)
	Professional Engineer (Civil, Structural, or Geotechnical)
Plumbing and Mechanical Inspector	ICC –Building Inspector and Safety Assessment Program (SAP) Evaluator Both certificates required
	ICC – Electrical Inspector
	Certified Access Specialist - CASP (Only 2 employees eligible in the inspector classification series)
	Professional Mechanical Engineer
Project Engineer	Professional Engineer (Traffic, Geotechnical)
	Professional Land Surveyor – (Only one employee with a traffic, geotechnical or land survey license required in the engineering series). Certified Professional Storm Water Quality, Qualified SWPP Developer or Qualified SWPPP
Street Maintenance Worker, Senior	Class B Commercial Driver's License
	Public Works Degree/Certificate
	Pesticide Applicator Certification (Up to two employees rotated annually)
Street Maintenance Worker	Class B Commercial Driver's License
	Pesticide Applicator Certification (Up to two employees rotated annually)
Street Maintenance Worker, Lead	Class B Commercial Driver's License
	Pesticide Applicator Certification (Up to two employees rotated annually)
	Public Works Degree/Certificate

Warehouse Worker, Lead	Pesticide Applicator Certification (Up to two employees rotated annually)
Water Maintenance Worker, Senior	Class B Commercial Driver's License
Water Maintenance Worker	Class B Commercial Driver's License
Fire Code Inspector/Fire Code Inspector, Senior	ICC – Building Inspector
	ICC – Fire Plans Examiner
Police Dispatcher	Advanced Public Safety Dispatcher
	Intermediate POST Certificate
	Training Officer Certificate
Police Dispatcher, Lead	Advanced Public Safety Dispatcher
	Intermediate POST Certificate
	Training Officer Certificate

Section 5: Longevity Pay

A. Employees Hired on or Before June 30, 1994

Five (5)Years of Service

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

Ten (10)Years of Service

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

Fifteen (15)Years of Service

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

Twenty (20)Years of Service

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

- B. Employees Employed on or After July 1, 1994 and on or before December 31, 2013.

Five (5)Years of Service

All eligible employees who are employed on or after July 1, 1994, and on or before December 31, 2013, who attain five (5)years of consecutive uninterrupted service shall receive an additional five percent (5%)per month of their base salary. Such employees upon reaching their 5th anniversary date shall be entitled to receive said five percent (5%)per month upon said anniversary date. Further, such employees will not be entitled to receive any additional percentage increase to their base salary for further service. This subsection shall only apply to employees hired on or after July 1, 1994, and on or before December 31, 2013.

Section 6: Merit Steps

- A. Employees who are not at the top step of their Classification Compensation Plan shall move to the next step on the Plan, if the employee achieved an overall “above average” rating as of their immediately preceding annual performance evaluation (s). Employees shall receive their annual evaluations as outlined in the City’s Performance Evaluation Policy.
- B. The merit salary advances earned during the fiscal year shall go into effect at the beginning of the first full pay period of the following fiscal year.
- C. The effective date of these merit salary advances shall not alter the employee’s actual classification anniversary date.

Section 7: Premium Pay

After approval by the City Administrator and Director of Human Resources, premium pay as

defined below shall be assigned to persons found to possess on a regular or temporary assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant this salary step over the base class.

1. 5% Premium Pay - A temporary 5% increase in pay shall be given to employees during periods when they assume some of the duties of higher-level job classes for a period of two weeks or more. Upgrade pay does not apply for short term absences or vacation coverage.
2. 10% Premium Pay – A temporary 10% increase in pay shall be given to employees when in the judgment of the Department Head and concurrence with the City Administrator they assume significantly more complex additional duties and responsibilities not normally found in their class for a period of two weeks or more. Upgrade pay does not apply for short term absences or vacation coverage.
3. 5% Dispatcher Training Pay – A temporary 5% increase in pay shall be given to Police Dispatchers when they are designated by the Police Chief or designee to train newly hired employees in the Police Dispatch Center.

Please refer to Personnel Policy and Procedures II-3 Salary Plan Administration for specific details.

Section 8: Training and Recertification Time

Training and/or recertification time that is required by the employee's then current job description on file with the Human Resources Department or approved in advance by the Department Head is compensable.

ARTICLE FIVE

OVERTIME

Section 1: Overtime Authorization

All overtime requests must have prior written authorization of the respective supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable.

Section 2: F.L.S.A. Overtime

Employees will be paid overtime at time and a half (1.5) for all eligible hours worked in excess of forty (40) hours in a single workweek.

Holidays (regular, in-lieu, and floating), vacation time, compensatory time, paid jury duty leave, sick leave, and bereavement leave shall count as time worked for the purposes of computing overtime. Union leave, unpaid jury leave, disciplinary suspensions, and administrative leave shall not count as time worked for the purpose of computing overtime.

Section 3: Compensatory Time

In lieu of cash payment, an employee may request compensatory time for overtime worked. Accrual of compensatory time shall be limited at any point in time to a maximum of eighty (80) normal working hours. Compensatory time shall be calculated by multiplying the number of overtime hours worked by the appropriate factor of 1.5 or 2 times the regular hourly rate.

- A. Overtime shall be compensated as mutually agreed upon in advance by employee and employer.
- B. Scheduling of compensatory time requires prior management approval and must be preceded by a ten (10) day notice of intended use from the employee. Management may waive the ten (10) day notice in cases of emergency. Compensatory time off may be taken only in 15 minute increments. The ten (10) day notice requirement shall not apply to attendance at funerals; the employee will notify management as soon as the need to be absent for a funeral is known.
- C. Upon promotion to an FLSA exempt classification, all compensatory time off shall be cashed out prior to promotion at the employee's current regular rate of pay in the non-exempt classification.

Section 4: Call Backs

Call back duty occurs when an employee is requested to report to duty on a non-scheduled work shift. Call back policy is applicable when an employee is requested to return to work, after the employee's workday is completed and/or prior to when the employee is scheduled to begin their shift. Call back does not occur when an employee is held over from their prior shift or is working planned overtime.

An employee Called Back to duty shall be credited with a minimum of four (4) hours of work at the applicable overtime rate. Any hours worked in excess of four (4) hours shall be credited for actual time worked at the applicable overtime rate.

If the employee is Called Back to duty, their work time shall be credited commencing when the employee reports to work and shall conclude when the employee leaves work.

Section 5: Hold Over Pay

An employee following completion of a shift shall be paid double time for each hour held over in excess of four (4) hours beyond the regular shift, regardless of the number of regular hours worked in the pay period. For purposes of this section only, Hold Over Pay is applicable when an employee is required to work beyond a regular work shift whether planned and/or unplanned.

ARTICLE SIX

UNIFORMS & SAFETY FOOT WEAR ALLOWANCE

If an employee's job classification requires him/her to wear a uniform while on duty, as designated by the City or employee's Department, the City will provide and launder such uniform.

For employees that work in the Police Department, the City will provide the initial set of uniforms to the employees. The newly hired employee will receive: two (2) class A uniforms; two (2) class B uniforms; two (2) polo shirts and one (1) jacket or sweater. On all subsequent anniversary dates for Police Department employees, the City will provide an annual uniform purchase and maintenance allowance of \$600.00. The employee's uniforms shall meet the applicable regulations for their job classification pursuant to City/Departmental policies.

Employees that work in the Fire Department and who are required to wear a uniform while on duty shall receive the uniform allowance identified in the then current Vernon Firemen's Association Memorandum of Understanding.

The City will provide a safety foot wear allowance of \$200.00 payable in the first pay period in July of each year for those employees required to wear safety boots/shoes. The boots/shoes purchased must be appropriate to the employee's job classification and must meet applicable CAL-OHSA regulations and City/Departmental policies. Employees hired after January 1st will be eligible for a pro-rated amount as follows:

Hired, Promoted, or Reclassified on or between:	Safety Boot/Shoe Allowance
July 1 – September 30	\$200
October 1 – December 31	\$150
January 1 – March 31	\$100
April 1 – June 30	\$50

Employees receiving the footwear allowance are required to wear the prescribed boots/shoes at all times while in the field or as required. Boots/shoes must be kept in a well-maintained condition to ensure employee safety. The City reserves the right to determine if the boot or shoe is appropriate to the job classification in conformance with applicable CAL-OHSA regulations and City/Departmental policies.

ARTICLE SEVEN

HEALTH AND WELFARE BENEFITS

Section 1: Medical

The City offers various medical plans to employees. The City reserves the right to select, administer, or fund any fringe benefit programs involving insurance that now exist or may exist in the future.

The City shall meet with the Union prior to any change of insurance carrier or method funding coverage for any fringe benefits listed in this article.

Section 2: Cafeteria Plan:

The City and Union agree to a section 125 cafeteria plan (non-cash out), for this bargaining unit effective July 1, 2016. The City will adhere to the cafeteria plan requirements in accordance with IRS Section 125 regulations. The City shall provide to each employee in this bargaining unit a monthly allowance toward the cost of their medical plan as outlined in Subsection A, B and C below.

- A. The City shall provide a contribution equal to the total premium costs of Employee-Only, Employee + Spouse, Employee + Child(ren), or Employee + Family lowest-cost HMO, lowest-cost Dental DMO, and vision plan that corresponds with the employees' benefit selection. Employees who elect a health plan whose premium cost is higher than the Low HMO medical, dental and vision will be responsible for any applicable excess premium costs. However, if an employee opts out of dental and/or vision coverage, then they may use these allotments for those respective coverages to pay towards the excess medical premiums. The City understands that the allotment amounts will vary based on the premium costs that go into effect on January 1 of each calendar year of the term of this Agreement.
- B. During the term of this Agreement, Employees will be allowed to opt into other plans during any open enrollment period or upon a qualifying event as prescribed and defined by the City's insurance provider.
- C. For Employees electing Employee-Only, Employee + Spouse or Employee + Child(ren) plans, the maximum contribution by the City shall be either the amount set forth in Section A or \$1120, whichever is greater. For employees enrolled in the PPO/HSA plan, the City shall pay up to 100% of the monthly cost of the plan for employees and eligible dependents, not to exceed \$870 per month. In addition, for each employee enrolled in a PPO/HSA plan, annually the City shall make lump sum contributions to a health savings account (HSA) as follows: \$1,500 in January and \$500 each in March, June, and September. The cost of any PPO/HSA plan selected by the employee that exceeds \$870 shall be paid by the employee.

through a pre-tax payroll deduction. The City understands that the allotment amounts will vary based on the premium costs that go into effect on January 1 of each calendar year of the term of this Agreement.

Section 3: Dental:

The City of Vernon provides a dental insurance plan to employees. In the event an employee does not exceed their monthly employer medical allowance, the employee shall be allowed to apply any unused portion toward the purchase of dental insurance for himself/herself and eligible dependents. The cost of any plan selected by the employee that exceeds their monthly employer medical allowance shall be paid by the employee through a pre-tax payroll deduction.

Section 4: Vision

The City of Vernon provides a vision care plan to employees. All premiums for vision coverage at each tier of coverage are to be deducted from the total monthly City contribution for Medical, Dental, and vision coverage. In the event an employee does not exceed their monthly employer medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for vision care.

Section 5: Life Insurance

The City provides life insurance up to \$20,000 in coverage to employees. The City shall pay 100% of the cost of such plan for employees. The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee.

Section 6: Deferred Compensation

Employees are eligible to participate in the City's Deferred Compensation Program.

Section 7: Other City Employee Programs

Employees are eligible to participate in all City sponsored programs adopted by City Council Resolutions that are intended to benefit all employees in the areas of, but not limited to the following:

- Computer loan purchase plan
- Corrective eye surgery plan
- Flexible Spending Plan
- Hearing aid device plan
- Tuition reimbursement plan

- Employee Assistance Program (EAP)
- Supplemental Life
- Long Term Disability
- Other supplemental insurance plans that may be available

ARTICLE EIGHT RETIREMENT

Section 1: Public Employee Retirement System (“PERS”)

The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides employees with 2.7% at 55 PERS retirement benefit plan.

As a result of the recent passage of AB 340 Public Employee Pension Reform (PEPRA), new CalPERS members hired on or after January 1, 2013, who meets the definition of new member under PEPRA, shall be provided a 2.0% at 62 PERS retirement benefit plan.

Employees shall be responsible for paying their employee's contribution to PERS.

The City and Union agree to a reopener to discuss the impacts and effects if the laws concerning PERS are amended during the term of this contract.

Effective the first pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of nine percent (9%).

Effective the first pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

Section 2: Supplemental PERS Retirement Benefits

The City agrees to provide additional supplemental retirement benefits to employees under PERS as follows:

- Gov't Code Section: 20042 — (Classic Members Only) One Year Final Compensation

- New employees hired on or after January 1, 2013, who meet the definition of new member under PEPR shall receive 3 Year Average Final Compensation
- Gov't Code Section: 21024 - Military Service Credit as Public Service
- Gov't Code Section: 21548 — Pre-Retirement Option 2W Death Benefit
- Gov't Code Section: 21573 — Third Level of 1959 Survivor Benefits

Section 3: Retiree Medical

- A. The City will pay up to the amount equivalent to the then current, lowest cost, employee only HMO insurance premium for the City's medical and/or dental insurance premium(s) for all full-time regular employees who retire at age 60 or later with at least twenty (20) years of continuous uninterrupted service. Retired employees will be permitted to enroll in a higher-cost plan and pay the amount in excess of the HMO equivalent.
- B. All full-time regular employees with at least thirty (30) years of continuous uninterrupted service who retire before the age of sixty (60) years will be permitted to pay their medical and/or dental insurance premiums, and, upon reaching the age of sixty (60), the City will pay up to the amount equivalent to the then current lowest cost, employee only HMO medical and/or dental insurance premium(s).
- C. All full-time regular employees, who retire with a minimum of ten (10) years of continuous uninterrupted service with the City, may pay the premium(s) for medical and/or dental insurance.
- D. Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining eligibility for retiree medical benefits.
- E. All retiree medical and/or dental insurance benefits provided pursuant to subsections A, B, and C above, shall be for retired employees only and shall not include their spouses or other dependents.
- F. All retired employees who receive medical and/or dental insurance benefits pursuant to subsections A, B, or C above and who reach the age of sixty-five (65), are required to be enrolled in Medicare, and shall show proof of such enrollment, where upon the City's insurance policy will become supplemental coverage, if applicable.
- G. The City's obligation to make any payment under the retiree medical benefits program shall automatically terminate and cease upon the death of the retired employee.
- H. The offer of the retiree medical benefits is not a vested right for future years.

Eligible retired employees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement payment equivalent to the then-current lowest cost City-offered Employee-only medical-HMO and/or dental HMO insurance premium. An eligible retired employee who chooses this option and later has no reimbursable expenses is still eligible to receive the reimbursement at a later time when he or she does have qualifying reimbursable expenses. Once an employee who has opted out reaches Medi-care eligibility, the retiree shall receive a monthly reimbursement to the then-current cost of supplemental coverage. Once a retired employee opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll in the City's health plans.

ARTICLE NINE

HOLIDAYS

Section 1: Holidays

- A. All full-time employees, excluding employees assigned to a 24/7 operation, shall be provided with the following holidays with pay based on the number of hours constituting a regular working day, subject to the provisions below.
1. January 1st - New Year's Day
 2. The 3rd Monday in January – Martin Luther King, Jr. Day
 3. The 3rd Monday in February – Presidents Day
 4. March 31st – Cesar Chavez Day
 5. The last Monday in May – Memorial Day
 6. July 4th – Independence Day
 7. The first Monday in September – Labor Day
 8. The second Monday in October – Columbus Day
 9. November 11th – Veterans Day
 10. The 4th Thursday in November – Thanksgiving Day
 11. December 24th – Christmas Eve
 12. December 25th – Christmas Day
 13. December 31st – New Year's Eve
 14. Such other days as may be designated as holidays by the City Council of the City of Vernon (employees assigned to a 24/7 operation shall receive an equivalent number of in-lieu hours)
- B. If an authorized holiday falls on a Sunday, the following Monday shall be treated as the holiday. Holidays falling on a Friday or Saturday, shall not be granted as a holiday to employees.
- C. Temporary and part-time employees are not eligible for paid holidays.
- D. An employee whose regular shift assignment falls on a scheduled holiday and who is required to work on that day shall be paid at their regular rate of pay for the holiday, plus overtime pay for their regular hours worked (excluding employees assigned to a 24/7 operation).
- E. Employees assigned to a 24/7 operation shall not be eligible for holiday pay, but shall instead receive In-Lieu Holiday hours equivalent to the applicable calendar year holiday schedule for rest of the Teamsters' members, subject to the provisions below.

Section 2: In-Lieu Holiday Time

- A. An employee regularly assigned to a 24/7 operation whose duties are such that they do not receive the benefits of regular legal holidays, shall be granted In-Lieu Holiday hours equivalent to the applicable calendar year holiday schedule for rest of the Teamsters members effective January 1st of each calendar year. Each year, the City will determine the number of holidays observed and shall provide in-lieu holiday hours for these employees in an amount equal to the number of observed holidays multiplied by the employees' paid hours per shift.
- B. Such In-Lieu Holiday time shall only be granted so long as said employee is on the active payroll of the Department.
- C. In-Lieu Holidays must be taken prior to December 31st. Holidays may be taken as days off at the employee's discretion, subject to the approval of the Department Head or designee.
- D. It shall be the responsibility of the employee to make a record of a good faith effort to utilize all In-Lieu holiday time within the applicable calendar year. If such effort is demonstrated, in or about January of each year, the employee shall be paid for said In-Lieu Holidays not taken within the preceding calendar year. Compensation for unused In-Lieu holidays shall be calculated using the employee's regular rate of pay, including all compensation computed in accordance with the applicable base rate, as of December 31st of the applicable calendar year.
- E. An employee who resigns, retires, transfers out of a 24/7 operation, or is terminated shall be compensated on a prorated basis for In-Lieu holiday time not yet taken. Proration shall be determined by the number of holidays that occurred in the calendar year prior to the resignation, retirement, transfer, or termination.

ARTICLE TEN VACATION

Section 1: Vacation Leave

All full-time employees shall accrue vacation according to the following schedule:

4/10 Schedule:

<u>Continuous Years of Service</u>	<u>Vacation Hours Earned</u>	<u>Bi-Weekly Accrual</u>
1 st year thru 4 th year	80	3.08
5 th year thru 9 th year	100	3.85
10 th year thru 14 th year	120	4.62
15 th year thru 24 th year	160	6.16
25 th year and more	190	7.31

24/7 Operation:

1 st year thru 4 th year	96	3.69
5 th year thru 9 th year	120	4.61
10 th year thru 14 th year	144	5.53
15 th year thru 24 th year	192	7.38
25 th year and more	228	8.76

Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining accrual of vacation leave.

If the City agrees to increase the vacation accrual for other employee groups (outside of the Teamsters' Union), excluding executives, who have worked for the City for 25 years or more, the City agrees to a re-opener at the Union's request to discuss the differing vacation policy(ies).

Section 2: Vacation Accumulation

- A. No vacation leave shall be carried over into the next calendar year that exceeds the maximum number of hours the employee was eligible to accrue during the immediately preceding year. In or about February of each year, employees shall be compensated for unused accrued vacation benefit in excess of the allowed accumulated amount referenced above. Compensation for unused vacation in excess of the allowed accumulated maximum shall be calculated using the employee's regular rate of pay, including all compensation computed in accordance with the applicable base rate, as of December 31st of the applicable calendar year.
- B. No vacation leave shall be accumulated by employees while they are on an unpaid leave of absence or unpaid non-work-related disability leave.
- C. In the event one or more City holidays fall within a vacation period, such holidays shall not be charged as vacation leave. (Except for employees assigned to a 24/7 Operation)

- D. Upon separation from City employment, compensation shall be paid for vacation leave, which has been earned but not taken at the employee's regular rate of pay, including all compensation computed in accordance with the applicable base rate, at time of separation.

Section 3: Scheduling of Vacation

- A. Vacation leave shall be scheduled with the approval of the Department Director or his or her designee by submitting a Leave Request Form in writing, within ten (10) business days before the beginning of the vacation. Vacation leave requests for extended times (3 weeks or more), unless an unforeseen emergency exists, shall be submitted at least thirty (30) days in advance of the beginning of the vacation. Vacations shall be approved subject to the needs of the department. The employee's seniority and wishes will be factors that are considered during the scheduling process. Non-earned vacation leave shall not be allowed. Notwithstanding the aforementioned, Department Heads can continue to exercise discretion in granting vacation leave request.
- B. Vacation leave requests shall not be in excess of that actually earned at the time it is requested or in excess of the regular scheduled workweek.

ARTICLE ELEVEN

SICK LEAVE

Section 1: Sick Leave

- A. Full-time Employees shall accrue 80 hours of sick leave per year, accruing 3.08 of sick hours over 26 pay periods per year. If the full-time employee works, or is on regular paid status, less than a full year, the hours of sick leave will accrue on a pro rata basis. In accordance with the Healthy Workplaces, Healthy Families Act of 2014, beginning July 1, 2015, all part-time and temporary employees (excluding CalPERS retired annuitants) working for 30 or more days within a year shall be entitled to accrue paid sick days at the rate of one (1) hour per every 30 hours worked and shall be eligible to use accrued sick leave after satisfying a 90-day employment period. Employees only receive sick leave accrual while they are in a paid status.
- B. The City shall allow carry-over of sick leave up to the maximum cap of 960 hours of sick leave. This bank of carry-over sick leave would provide a cushion for longer-term illnesses and injuries.
- C. Annually, any sick leave hours exceeding 960 will be compensated for at the end of the year at 50% of the employee's regular hourly rate.
- D. If an employee resigns from the City with 20 years or more of continuous service, he/she will be compensated for all unused sick leave hours in their sick leave bank at the time of separation at 50% of their then current regular hourly rate of pay.
- E. If an employee retires from the City with 15 to 20 years of continuous service, he/she will be compensated for all unused sick leave hours in their sick leave bank at the time of separation at 50% of their then current regular hourly rate of pay. If an employee retires from the City with more than 20 years of continuous service, he/she will be compensated for all unused sick leave hours in their sick leave bank at the time of separation at 100% of their then current regular hourly rate of pay.
- F. An employee who is out on sick leave for more than two (2) consecutive days shall be required to provide the City with a doctor's note for the sick leave in order to be paid for the sick leave.

Section 2: Family Sick Leave (Kin Care)

- A. Employees may use in any calendar year, the employee's accrued and available sick leave entitlement, in an amount not more than the sick leave that would be accrued during six months at the employee's then current rate of entitlement, for qualifying family illness as follows: Sick leave for family illnesses will be allowed only for the sickness of the spouse, children, mother, or father of the employee. In the case of joint custody of a child, illness of the child occurring

at the other custodial parent's house may also qualify. All family sick leave shall be approved by the department head.

ARTICLE TWELVE

LEAVE BENEFITS

Section 1: Jury Duty

- A. All regular full-time employees summoned to serve on jury duty shall be provided “Jury Duty Pay” and there shall be no loss of compensation. An employee will be compensated up to two weeks (equivalent to eight (8) work days based on City Hall schedule Monday through Thursday) at full pay for jury duty. The employee must provide notice of the expected jury duty to his or her supervisor as soon as possible, but in no case later than 14 calendar days before the expected start date of the jury duty.
- B. An employee on call for jury duty is expected to report to work. An employee who is called in for jury duty does not have to report to work before or after appearing in court. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the court. Employees shall notify their Supervisor, either in person, verbally, voicemail message or in writing (electronic), on the day they are released from their jury duty obligations.
- C. Except as herein provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation. Jury duty performed on an employee’s regular day off shall not be compensated by the city and the employee shall be entitled only to the court’s compensation for duty performed on such employee’s regular day off. Employees assigned to jury duty on a holiday will be considered to have taken such a holiday and will receive regular holiday pay, but the employee shall be entitled to the jury compensation for duty performed on such holiday.
- D. For those employees working graveyard and swing shift, or other shifts starting at an early and/or late hour (i.e., 5:00 a.m. or 9:00 p.m.), Management shall reschedule the employee to a day shift with a start time ranging between 7:00 a.m. to 9:00 a.m. Monday thru Friday while the employee is serving on jury duty. This temporary workweek reassignment shall be for the balance of the scheduled workweek. Reassignment of duties may also be made to maximize an employee’s productivity prior to, and following release from jury duty.
- E. If an employee is required to serve on a jury for a period longer than two weeks, the employee shall be entitled, at the employees’ option, to use any accrued leave time, other than sick time, during the period of extended jury service. The employee shall continue to receive all paid benefits, and shall continue to accrue eligible leave benefits.

Section 2: Bereavement Leave

Permanent full-time employees, regardless of period of service, may in the event of death or where death appears imminent, of any "immediate family member" including the equivalent relatives of a registered domestic partner, be allowed up to the equivalent of four (4) work days (total hours may vary depending on work schedule) of bereavement leave without loss of salary.:

Relative	All Regular Employees
Spouse	4 work days
Child	4 work days
Registered Domestic Partner	4 work days
Step-Child	4 work days
Parent	4 work days
Step-Parent	4 work days
Mother-in-law	4 work days
Father-in-law	4 work days
Step-Parent-in-law	4 work days
Grandchild	4 work days
Step-Grandchild	4 work days
Grandparent	4 work days
Grandparent-in-law	4 work days
Brother	4 work days
Sister	4 work days
Step-Sister	4 work days
Step-Brother	4 work days
Daughter-in-law	4 work days
Son-in-law	4 work days
Brother-in-law*	4 work days
Sister-in-law*	4 work days

*Brother-in-law and sister-in-law are defined as the spouse of the employee's sibling or the sibling of the employee's spouse.

Bereavement leave is paid over a maximum of eight (8) workdays and is paid in thirty-minute increments. The bereavement leave begins on the first regularly scheduled workday as requested by the employee. If the employee learns of the death while at work, he or she is entitled to leave work immediately; this partial day leave will not be counted towards the bereavement leave. Bereavement leave must be authorized by the employee's Department Director and must be utilized within 15 days of employee learning of the death, or of the date of foreseen imminent death of the immediate family member, unless special circumstances require that the leave begin at a later date. Such requests to the Department Director shall be made within 15 days of the employee learning of the death or of the date of foreseen imminent death and shall not be unreasonably denied.

Upon written verification that funeral services or other related obligations necessitate travel outside of California, the employee shall be entitled to use up to two (2) additional days of accrued leave (vacation, compensatory time, in-lieu holiday, or sick leave; said leave to be recorded as vacation, etc.).

ARTICLE THIRTEEN

WORK SCHEDULE AND WORKING CONDITIONS

Section 1: Provisions

The seven (7) day work period shall begin on Sunday at 12:00 a.m. and end on Saturday at 11:59:59 p.m. except as modified by management. In the event the City needs to adjust any work schedule, the City agrees that no such modification will be conducted without first notifying the affected employees a minimum of ten (10) days prior to the change, unless agreed to by the affected employee(s) and the Department Director.

Section 2: 4/10 Work Schedule

The City agrees to continue the 4/10 work schedule for employees assigned to work between Monday – Friday shifts. The basic work schedule shall consist of four (4) consecutive 10-hour days within a seven (7) calendar day period.

Section 3: Work Schedule

It is understood that the City has established a workweek for each covered employee which meets the requirement of the FLSA and which will not result in overtime compensation as part of the normal work schedule. Each non-exempt employee shall be assigned a designated FLSA workweek for the correct calculation of overtime.

All employees shall receive a minimum of two 15-minute breaks and a thirty (30) minute lunch period or sixty (60) minute lunch period per workday.

Section 4: Standby Policy

A. PURPOSE

To have employees on stand-by to respond to major incidents and emergencies during non-working hours which require immediate attention to availability of qualified individuals with expertise in operating, maintaining, restoring and repairing the City's infrastructure.

It is presently anticipated that the need for stand-by will be as follows, with the understanding that actual stand-by staffing, if any, remains at the discretion of the department head:

- 1.- One (1) Water Employee
- 2.- One (1) Building Maintenance Employee
- 3.- One (1) Environmental Specialist
- 4.- One (1) Street Facilities Maintenance Employee
- 5.- One (1) Police Dispatcher

The Call Back policy is not intended to be used in lieu of a demonstrated need for stand-by.

B. DEFINITIONS

Stand-by: Stand-by duty requires that an employee be accessible, available, and physically able to report to work. The employee must possess a city issued mobile phone device that remains available for immediate contact. The employee must be ready, willing, and able to respond to an emergency or incident or request for assistance based on a pre-arranged schedule. Employees on stand-by must respond to the mobile phone call immediately and be able to respond to the City within 1 hour of being called upon. The department head will determine if an employee is qualified to perform stand-by duties. The stand by duty period shall be defined by the Department Head.

Call Back: When an employee is called back to the City, or at the direction of their supervisor, after their normal work shifts has been completed or before their normal work shift commences due to an unscheduled emergency or request that affects the City's infrastructure.

C. PAYMENT

Stand-by: Employees on "Stand-By" shall receive two hours of regular straight time compensation for each date that the employee is assigned to be on stand-by. Stand-by time is not counted as hours worked as employees are not restricted in their activities and may engage in non-work related personal activities. On City-recognized Holidays where City Hall is closed, employees on stand-by will be compensated four hours of straight time compensation.

An employee assigned to stand-by who is not available to report will be subject to appropriate disciplinary action unless they provide sufficient notice to their immediate supervisor of their incapacity to respond prior to the call back so that appropriate arrangements can be made so that the stand-by duty is covered.

When an employee on "stand-by" is called back to the City, he/she shall be entitled to "stand-by" pay. The employee shall be paid a minimum of four (4) hours of pay at the appropriate rate based upon the employee's hours worked. Time begins when the call out request is received and ends when the employee returns home. If work is performed remotely, the employee shall receive hour for hour compensation at the appropriate rate based upon the employee's hours worked.

D. CONDUCT WHILE ON "STAND-BY" DUTY

1. While on stand-by duty the employee must be able to respond to the City within sixty 60 minutes of being called, and will carry the city issued phone.
2. The employee will at times remain able to immediately respond to any emergencies.
3. Each employee on stand-by duty is accountable to all of the rules and regulations of the City.
4. In the event of a call back, the employee will wear their City uniform, if applicable.

F. ASSIGNED VEHICLES

At the discretion of the Department Head, employees on stand-by will have use of a City vehicle to travel to and from their houses and call back assignments. When not on call, the City vehicle must be parked in a secure location at the employee's residence.

ARTICLE FOURTEEN

GRIEVANCE PROCEDURE

PURPOSE AND SCOPE

The purpose of this Article is to provide for a mutually acceptable method for the prompt resolution of employee grievances over the misinterpretation or misapplication of this particular provision of this MOU, City policy, rule, or past practice. The City and Union recognize the importance of a viable grievance procedure to aid in the resolution of disputes among employees, supervisors, and management. Union and City agree that it is in their best interests to resolve disputes at the earliest opportunity and at the lowest level

GRIEVANCE DEFINITION

A grievance shall be defined as an allegation by an employee or the Union of a misinterpretation, misapplication, or violation of a particular provision of this MOU, City policy, rule, or past practice.

DAYS

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

GRIEVANCE PRESENTATION AND PROCEDURES

Employees shall have the right to present their own grievance or do so through their Union representative.

Grievances shall be processed on standard forms provided by the Department of Human Resources and shall contain information which (a) identifies the aggrieved, (b) contains the specific nature of the grievance, (c) indicates the time or place of its occurrence, if known, (d) states the article(s) of the MOU, City policy, rule or past practice which have been violated, misinterpreted or misapplied, (e) indicates the persons contacted at the informal stage, if applicable, and (f) states the corrective action desired. Grievances may be submitted via email, so long as the employee attaches the grievance form to the email by the required time line. If an employee includes attachments to the grievance form and those attachments are not included in the email or in-person submission, the City shall notify the employee that all attachments were not included and that the deadline for the City to respond to the grievance will not begin to run until all the attachments are received.

Failure by management to reply to the employee's grievance within the time limits specified automatically grants to the employee the right to process the grievance to the next level. If an employee fails to appeal from one level to the next within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision, and the grievance shall not be subject to further appeal or reconsideration.

All time periods specified in this procedure may be extended by mutual written (including email)

consent of the aggrieved employee (e), Union representative and the designated management representative.

INFORMAL PROCEDURE

Within eight (8) days of the date the employee(s) knew or reasonably should have known of the incident giving rise to the grievance, the employee may discuss the complaint with their immediate supervisor. Employees are encouraged to discuss complaints with their immediate supervisor in an attempt to resolve the grievance at the lowest possible step.

An employee, at his or her sole discretion, may opt to skip the informal procedure resolution process and instead go directly to Step One. If an employee chooses to proceed with the Informal Procedure, he/she or their union representative shall inform the Human Resources Director, within one day of initiating the Informal Procedure, that he/she has initiated the Informal Procedure and the date the informal grievance was first discussed with their supervisor.

Within eight (8) days of the discussion with the employee, the supervisor shall verbally respond to the employee's complaint. If the employee is dissatisfied or if the supervisor fails to respond, the employee shall have access to the formal grievance process described below

Step One - Immediate Supervisor

Within the time period referenced above, or if the employee chooses to skip the Informal Procedure, within eight (8) days of the date the employee(s) knew or reasonably should have known of the incident giving rise to the grievance, the employee(s) or the Union shall initiate the grievance procedure by explaining the situation in writing, with the information prescribed above, to the immediate supervisor of the affected employee(s). The Union and/or employee(s) waive the right to proceed with the grievance if the grievant does not initiate the procedure by this deadline. After the presentation of the grievance to the supervisor, the supervisor shall make a decision and present their decision, in writing, to the Union and employee(s) within eight (8) days.

Step Two – Department Director

If the Union or employee(s) is not satisfied with the decision of the immediate supervisor, the grievant(s) shall present the grievance, in writing, to the grievant's Department Director within eight (8) days of the decision of the immediate supervisor. The Union and/or employee(s) waive the right to proceed with the grievance if the grievant(s) does not act by this deadline. Within eight (8) days, the Department Director, or the designee of the Department Director, shall meet with the Union and employee(s) to hear the grievance. Within eight (8) days of hearing the grievance, the Department Director or designee shall present their decision, in writing, to the Union and employee(s), with copies to the Human Resource Director and the City Administrator.

Step Three - City Administrator/Advisory Arbitration

If the Union or employee(s) is not satisfied with the result of the meeting with the Department Head, the grievant may request the matter be heard by the City Administrator or designee, or the Union may choose to have the matter heard by an impartial hearing officer (arbitrator).

Should the matter be submitted directly to the City Administrator or designee, he/she shall meet with the Union and/or employee(s) within eight (8) days of receipt of the grievant's written notice. If the Union and/or employee(s) elects to have the matter heard by the City Administrator or designee, the Union and/or employee(s) waives the right to have the matter heard by an arbitrator. Within eight (8) days of hearing the grievance, the City Administrator shall provide their decision, in writing, to the Union and employee(s). The decision of the City Administrator shall be final and binding.

If the Union elects arbitration, costs of the arbitration shall be shared equally between the Union and the City. A court reporter shall be retained only by mutual consent of the parties. The costs of the arbitration, including the court reporter, shall be divided in half (i.e. 50/50) by the parties. Attorney fees, staff time and witness fees shall not be shared between the parties and shall be paid by the party that incurred the cost.

If the Union elects arbitration, the City shall request a list of five (5) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other mutually agreed upon source within ten (10) days of the Union's request. The Union may delete/strike two (2) names from the list. The City will then select the arbitrator from the remaining names on the list. The selected arbitrator shall serve as the hearing officer. All arbitration proceedings arising under the Grievance procedure shall be governed by the provisions of Title 9, Part 3, of the Code of Civil Procedure of the State of California.

Within eight (8) days of receipt of the arbitrator's recommendation, the City Administrator shall provide their decision, in writing, to the Union and employee(s). The recommendation of an arbitrator shall be advisory to the City Administrator or designee. The decision of the City Administrator shall be final and binding.

All time limits specified in the foregoing procedure may be waived only by mutual written agreement.

ARTICLE FIFTEEN

DISCIPLINE PROCEDURE

Definition

Types of discipline include the following: suspension, demotion, reduction in pay or dismissal. For the purposes of this article, verbal counseling, written warning, written reprimand, voluntary demotions, and performance evaluations are not classified as discipline.

DAYS

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

Disciplinary Actions

The tenure of every City employee shall be based on reasonable standards of personal conduct and job performance. Failure to meet such standards shall be grounds for appropriate disciplinary action, which shall be commensurate with the seriousness of the offense and with consideration of the employee's personnel file. Progressive discipline will be used; however, this does not preclude the City from taking disciplinary action, up to and including termination, for an incident for which there is no prior documentation as long as the disciplinary action is warranted and is based on just cause.

The following procedures shall be followed when, in the judgment of the Department Director, an employee has committed an act or omission that justifies discipline. The Department Director or their designee shall advise employees of contemplated disciplinary actions in writing and allow the employee an opportunity to respond to such charges prior to taking final action.

Disciplinary actions should be documented in the employee's official personnel file. Performance deficiencies documented in the employee's performance evaluation as "does not meet standards" may be the basis for disciplinary action if the employee fails to correct those performance deficiencies within the time period designated by their supervisor. To the extent possible, performance deficiencies or other causes for discipline will be documented in the employee's personnel file.

Upon the City receiving authorization from the employee, the City will provide the Union with all written notices of discipline given to employees represented by Union. The written notice of discipline will also inform the employee that he/she has the right to consult with the Union with regard to the disciplinary action being taken.

Disciplinary Procedure

Prior to the suspension, demotion, reduction in pay or dismissal of any permanent employee for disciplinary purposes, the following procedures shall be followed:

Written Notice of Proposed Action

Written notice of the proposed disciplinary action shall be given to the employee. Such notice shall include the proposed effective date of the discipline, a statement of the reason(s) for the proposed action, including the rule or standard of conduct allegedly violated, the proposed discipline and the charge(s) being considered.

Employee Review

The employee shall be supplied with a copy of the documents or materials upon which the proposed disciplinary action is based.

Employee Response/Pre-Disciplinary Conference

The notice of proposed action shall state the date by which the employee must exercise the right to respond orally, in writing or both orally and in writing. This represents the pre-disciplinary opportunity for the employee to state any reasons that he/she believes the proposed action to be inappropriate. The employee shall have a reasonable amount of time to respond, which shall not be fewer than five days. This date may be adjusted by mutual agreement. Failure to respond by the assigned date will constitute a waiver of the right to respond. Any response will be fully considered before any final action is decided upon.

The Pre-Disciplinary Conference does not need to be an evidentiary hearing. An employee has the right to have a representative of his or her own choosing at the conference. The City may conduct further investigation if the employee's version of the facts or new information raises doubts as to the accuracy of the City's information leading to the discipline proposal.

Written Notice of Final Action

After consideration of the employee's response, or in the absence of a response, written notice of the final disciplinary action shall be given to the employee. Such notice shall include essentially the same information contained in the notice of proposed action, except that the employee's formal appeal rights shall be stated.

Emergencies

When, in the opinion of the City, immediate disciplinary action is required to protect the health, safety or welfare of the public, other employees or the employee himself, the employee may be suspended without pay for up to five (5) days pending the processing of the notices required in this article or may be suspended with pay pending the completion of such investigations or hearings as may be required to determine if disciplinary action is to be taken. If the charges and/or allegations are not sustained, the employee suspended without pay shall be entitled to reinstatement with full back pay and benefits. All back pay awards related to suspension, demotions and discharges shall include interest as set by Civil Code §§ 3287 et. seq.

Appeal Procedures

Major Discipline

Any permanent employee in the classified service shall have the right to appeal any dismissal, suspension of thirty (30) hours or more, reduction in salary, or non-probationary demotion. The appeal process shall not be applicable to probationary employees. The appeal process shall not be applicable to performance evaluations, verbal and/or written reprimands.

An employee desiring to appeal the discipline shall have ten (10) days after receipt of final notice of discipline. The employee's request for appeal must be addressed to the City Administrator and received in the Human Resources Division. The Human Resources Division shall date stamp the employee's appeal to verify the timeliness of the appeal.

If, within the 10-day appeal period, the employee does not file the appeal, unless good cause for the failure is shown, the discipline shall be considered conclusive. If the employee files a timely appeal, an arbitration appeal hearing shall be established as follows:

1. The employee shall file a written request with the Human Resources Division for advisory arbitration to the City Administrator or designee. The City and Union will share equally share (i.e. 50/50) the arbitration-related expenses, excluding attorney fees, expert witness (es) and staff time.
2. The City shall request a list of five (5) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other agreed upon source within ten (10) days of the employee's request. The employee may delete/strike two (2) names from the list. The City will then select the arbitrator from the remaining names on the list.
3. The selected arbitrator shall serve as the hearing officer.
4. All time limits specified in the procedure may be waived by mutual written agreement.
5. At the conclusion of the hearing, the arbitrator will submit their findings to the City and the employee. The opinion shall set forth findings of fact and conclusions. The decision of the Arbitrator will become final unless the City or the employee elects to pursue judicial review under CCP §1094.5.

Minor Discipline

Any permanent employee shall have the right to appeal any suspension below the threshold of major discipline. The appeal process shall not apply to probationary employees.

If the problem cannot be resolved between the employee and the supervisor, the employee may, within ten (10) days from receiving notice of the final discipline, request and be granted an interview with the Department Director or designee in order to discuss the appeal.

The Department Director or designee shall render their decision in writing within fifteen (15) days of receiving the appeal. If the Department Director and employee are unable to arrive at a satisfactory solution, the employee may, within fifteen (15) days from the date of the decision by

the Department Director, submit a written appeal to the City Administrator or designee. The City Administrator or designee will respond or schedule a meeting within fifteen (15) days. The City Administrator or designee shall render their judgment as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing. Their decision shall set forth which charges, if any, are sustained and the reasons therefore. The opinion shall set forth findings of fact and conclusions. The decision of the City Administrator shall be final and binding.

ARTICLE SIXTEEN

JOINT LABOR MANAGEMENT COMMITTEE

- A. The City and the Union will maintain a Joint Labor Management (JLM) Committee comprised of at least eight (8) members. The City's team shall consist of representatives from the City Administrator's office, the Human Resources Department and management representatives of the City Departments. The Union shall provide up to five (5) City employees and one (1) representative to sit on its committee. Employees who are regularly scheduled to work shall be on paid release time during participation in the JLM Committee. Participation in the JLM Committee is considered Union Business, and as such, any release time under this section shall not result in the City incurring any overtime. Additional department and employee representatives may participate on the Committee to deal with departmental matters, which may be addressed. This Committee shall meet at least semi-annually to discuss matters of concern to both management and the Union and a written summary of each meeting shall be prepared by the City. The Committee shall be authorized to schedule meetings more frequently than the semi-annual ones required herein in order to expeditiously respond to concerns properly before the committee.
- B. The JLM Committee shall be utilized to allow the parties to discuss matters affecting the workplace environment.
- C. The JLM Committee shall not be a means for participating in the meet and confer process as provided for by Government Code Sections 3500 et. Seq. The JLM Committee's meetings shall not be "Meet and Confer" sessions as that term is used in Government Code Sections 3500 et. seq.
- D. JLM Committee consideration of proposed changes in terms and conditions of employment shall not occur and is not a condition precedent to the exercise by the City of its rights.

SIGNATURE PAGE

CITY OF VERNON

Carlos R. Fandino Jr.
City Administrator / “MERR”

Scott Williams
Director of Finance/City Treasurer

Ashley Reveles
Human Resources Analyst

Michael Earl
Director of Human Resources

TEAMSTERS LOCAL 911

Carlos Rubio
VP / Senior Business Representative
Union Committee Member

Michael Grijalva
Union Committee Member

Jerry Alvarado
Union Committee Member

Joseph Alvarado
Union Committee Member

Cerissa Diaz
Union Committee Member

James Moore
Union Committee Member

Efren Peregrina
Union Committee Member

APPROVED AS TO FORM:

Zaynah Moussa, Interim City Attorney

APPROVED AND ADOPTED BY CITY COUNCIL ON _____ PER
RESOLUTION NO. _____

ATTEST:

Lisa Pope, City Clerk

Dated: _____



**MEMORANDUM OF UNDERSTANDING
BETWEEN**

**CITY OF VERNON
AND
TEAMSTERS LOCAL 911**

July 1, ~~2019-2022~~ through June 30, ~~2022~~2025



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SIGNATURE PAGE

Signatures489

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF VERNON
AND
TEAMSTERS LOCAL 911 (TEAMSTERS)**

PREAMBLE

This Memorandum of Understanding (hereinafter referred to as "MOU") is entered into by and between the City of Vernon (hereinafter referred to as "City") and the California Teamsters, Public, Professional and Medical Employees Union, Local 911, affiliated with the International Brotherhood of Teamsters (hereinafter referred to as the "Union"). It is the purpose of this MOU to promote and provide for harmonious relations, cooperation, and understanding between Management and the Employees covered by this MOU. This MOU is entered into with reference to the following facts:

- A. Representatives of management for the City of Vernon (hereafter "City") and representatives of Teamsters Local 911 (hereafter "Union") have met and conferred in good faith exchanging proposals concerning wages, hours, fringe benefits and other terms and conditions of employment of employee-members represented by the Union.
- B. The management representatives and the representatives of the Union have reached an understanding as to recommendations to be made to the City Council for the City of Vernon and to the membership of the Union.
- C. This MOU incorporates, contains, and represents all of the terms and conditions agreed upon by both parties as of the date this agreement is ratified.

ARTICLE ONE FUNDAMENTALS

Section 1: Recognition

The City recognizes the California Teamsters, Public, Professional, and Medical Employees Union, Local 911 ("Union") as the certified majority representative of the employees, comprised of Addendum A, as the exclusive representative of the employees for purposes of collective bargaining for all terms and conditions within this Memorandum of Understanding.

Section 2: No Discrimination

The provisions of this Memorandum of Understanding shall be applied equally to all employees covered hereby. Neither the City nor the Union shall discriminate against any individual or employee with respect to [his/her/their](#) compensation, terms, condition, or privileges of employment or because of an individual's race, color, sex, religion, national origin, age, marital status, disability, pregnancy, sexual orientation, political or religious opinions or affiliations, or membership or non-membership in the Union.

The City and Teamsters agree that the City's policies set forth in the City of Vernon's Personnel Policies and Procedures Manual and the Administrative Manual shall be applied in a non-discriminatory manner as prohibited by state and federal anti-discrimination, anti-harassment and whistleblower laws. Employees shall not be subject to intimidation, retaliation, coercion, or discrimination for exercising their rights under these policies.

Section 3: No Strikes or Lockouts

During the life of this agreement no work stoppages, strikes, or slowdowns shall be caused or sanctioned by the Union, and no lockouts shall be made by the City.

Section 4: Layoffs

In accordance with the Meyers-Milias Brown Act, the City and the Union shall meet and confer on the effect of its actions to layoff. This will occur prior to implementation of layoffs, except in emergency circumstances wherein the City Council declares a fiscal emergency pursuant to Article II, Chapter 2.2 of the City of Vernon City Charter. The agreement to meet and confer over the effect of the exercising of a City right shall not in any way impair the right of the City to exercise and implement any of its rights to layoff.

Section 5: City/Union Meetings

Representatives from the Union and the City shall meet as needed to discuss issues of mutual

concern.

Section 6: Union Business

A. Use of Bulletin Boards

The City shall provide the Union designated bulletin boards where employees will have access during regular business hours, subject to the following conditions:

1. All Postings for bulletin boards must contain the date of posting and the identification of the Union, and
2. Union will not post information, which is defamatory, derogatory, or obscene, subject to the immediate removal of the right to post for a period not to exceed ninety (90) days.
3. The City will provide separate bulletin boards for the exclusive use of the Union at the following locations:
 - A. Lunchroom in the City Yard.
 - B. Communications Center in Police Department.
 - C. West wing lunchroom on the second floor of City Hall.
 - D. South wing lunchroom on the second floor of City Hall.
 - E. Lunch room on the third floor of City Hall.

B. Access to Facilities

Except as specifically identified in Section D below, all Union business will be conducted by employees and Union representatives outside of established work hours.

Nothing herein shall be construed to prevent a Union representative or an employee from contacting the Human Resources Director or other management representatives regarding personnel related matters during work hours. The authorized Union Business Agent shall be given access to work locations during working hours provided that prior to visiting any work location the Union representative shall:

Obtain authorization for the visit from the Human Resources Director or designee. In the event the requested time and/or location of such visit by the Union Business Agent is denied because it would interfere with the operations of the department, the Human Resources Director or designee shall consult with the Union Business Agent regarding availability and set an alternative time and/or location for such visit within seventy-two (72) hours of the request.

The Union may schedule meetings in the City facilities at such times these facilities are not in use by submitting a written request to the Human Resources Director or designee, which shall include the date, time, and number of people expected. Approval will be granted in the same manner as it is granted to other organizations.

C. Shop Stewards

The City agrees to recognize up to five (5) Stewards appointed by the Union. One of the five (5) shall be appointed by the Union as the Chief Steward. The Union shall notify the City in writing of the names and departments of each Steward and Chief Steward.

D. Union Business

The Chief Steward and Stewards shall be allowed release time during their regular work hours to conduct Union related business as necessary provided it does not unreasonably interfere with the Stewards' and/or employees' regular work duties. If a Steward must leave ~~his/her~~their work location to conduct Union related business, he/she shall first obtain authorization from ~~his/her~~their supervisor to do so. Authorization to leave will be granted unless such absence would be unreasonable. If such authorization cannot be granted promptly, the Steward will be informed when time can be made available. To the extent reasonable and compatible with City operational needs, such time will not be more than forty-eight (48) hours, excluding scheduled days off and/or legal holidays, after the time of the Steward's request unless otherwise mutually agreed upon. For purposes of this section, "Union Business" shall include grievance investigations, meetings with management called by management or the Chief Steward/Steward, investigatory meetings where an employee has requested a Steward, contract/MOU negotiations, meetings with Human Resources involving personnel or labor relations matters, council meetings, health insurance committee meetings, and meetings of any other committees established by the City that involve matters directly pertaining to the bargaining unit with regard to said committees. Any Steward seeking leave time for Union business for tasks not listed in this section shall obtain authorization from the Human Resources Director or designee.

The City agrees to allow all employees of the bargaining unit paid release time to attend a Union meeting on site at the City up to twice per year, up to one (1) hour per meeting.

The City agrees to release up to five (5) Stewards per year to attend a one (1) day Union sponsored Steward seminar located in Southern California. The Union shall provide the City at least ten (10) calendar days prior written notice of the request to release the Stewards for the seminar. Such request shall include the date and start/end time of the seminar. City vehicles may be made available upon request subject to availability and the City's vehicle use policy.

Release time as provided for in any of the above sections shall not result in the City incurring any overtime.

E. Union Participation in New Employee Orientation

A Teamsters Local 911 representative(s) shall be notified of new employee orientations and shall be allowed to make a presentation to new hires for the sole purpose of providing employees with information regarding Teamsters Local 911 during City Hall hours.

Section 7: Management Rights

The City retains all of its exclusive rights and authority under Federal and State Law and the City Code, and expressly and exclusively retains its management rights, which include, but are not limited to:

- A. The exclusive right to determine the mission of its constituent departments, commissions, and boards;
- B. Set standards and levels of service;
- C. Determine the procedures and standards of selection of employment and promotions;
- D. Direct its employees;
- E. Establish and enforce dress and grooming standards as outlined by City Management in writing;
- F. Determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons;
- G. Maintain the efficiency of government operations;
- H. Determine the methods, means numbers, and kinds of personnel by which government operations are to be conducted;
- I. Determine the content and intent of job classifications;
- J. Determine methods of financing;
- K. Determine style and/or types of City issued wearing apparel, equipment, or technology to be used;
- L. Determine and/or change facilities, methods, technology, means, organizational structure, size, and composition of the work by which the City operations are to be conducted;
- M. Determine and change the number of locations and types of operations, processes and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operations of the City;
- N. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice;
- O. Establish and modify productivity and performance programs and standards;
- P. Discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees in accordance with applicable laws and with the provisions of this MOU, including without limitation Article II, Section 6 – Probationary Period and 9 – Disciplinary Actions;
- Q. Take all necessary actions to carry out its mission in emergencies; and

- R. Exercise complete control and discretion over its organization and the technology of performing its work.

The Union and City agree that if the City's exercise of these rights impacts wages, hours, or terms and conditions of employment, the City will meet and confer on the effect of its actions. This will occur prior to implementation except in emergency circumstances as defined in law. The agreement to meet and confer over the effect of the exercising of a City right shall not in any way impair the right of the City to exercise and implement any of its rights.

Section 8: Contracting Out:

The City and the Union share a common interest in maintaining the stability and the security of the City's workforce. As such, the City agrees to notify the Union prior to any decision to contract with an outside party if such contracting out will have a significant, long-term impact on work performed by employees in classifications represented by the Union. Such notification will be given before a decision to contract out is made, and the Union will have an opportunity to comment prior to a determination by the City to enter into contracting arrangements. If such contracting out will result in potential layoff of any unit member(s), the City shall meet and confer over the impact and effect such contracting out will have on the membership. This provision shall not apply to contracts already established at the time this MOU is adopted.

Section 9: Employee Rights

The City and Union mutually recognize and agree to fully protect the rights of all employees covered by this MOU to join and participate in the activities of the Union and corresponding rights of covered employees to refrain from joining and participating in the activities of the Union. The City agrees that no employee shall be interfered with, intimidated, restrained coerced or discriminated against because of the exercise of these rights.

ARTICLE TWO

LEGAL LIMITATIONS, SAVINGS CLAUSE, AND TERM

Section 1: Legal Limitations and Savings Clause

It is understood and agreed that this Memorandum of Understanding (including, but not limited to, the provisions of the Fair Labor Standards Act) and any and all Resolutions or Ordinances adopted in implementation thereof are and shall be subject to all present and future applicable federal and state laws and regulations and shall be effective and implemented only to the extent permitted by such laws and regulations.

If any part of this Memorandum of Understanding or of any Resolution or Ordinance adopted in implementation thereof is in conflict or inconsistent with any such applicable provisions of federal and state laws or regulations or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded, and such applicable laws and regulations and the remainder of this Memorandum of Understanding shall not be affected thereby and shall remain in full force and effect.

Section 2: Term

- (a) Except as otherwise provided herein, this Memorandum of Understanding shall be in full force and effect from July 1, ~~2019~~2022, and shall remain in full force and effect up to and including midnight, the 30th day of June ~~2022~~2025 or until the next Memorandum of Understanding becomes effective.
- (b) This Memorandum of Understanding shall be binding on the City and the Union when approved and adopted by the City Council.

The City and the Union agree to submit proposals for any changes related to wages, benefits and/or other terms of and conditions of employment affecting this Memorandum of Understanding between February 1, ~~2022~~2025 and March 15, ~~2022~~2025.

Section 3: Modification and Waiver

The Union and the City hereby agree that no changes in this MOU regarding the hours or other conditions of employment of employees in the classification represented by the Union that would take effect prior to the expiration of the MOU shall occur, unless both parties mutually agree to such changes.

The City reserves the right to add to, delete from, amend, or modify the Administrative rules, the City Municipal Code, and the City's Personnel Policies and Procedures Manual during the term of the Memorandum of Understanding, subject to the requirements of the Meyers-Milias-Brown Act.

ARTICLE THREE

ORGANIZATIONAL SECURITY

Upon receipt of written certification from the Union of an employee's voluntary authorization for the deduction, the City shall deduct and remit to the Union the Union's initiation fee and periodic dues for members of the Union. Should there be a dispute regarding the existence or terms of the authorization for deduction of dues and/or fees, the Union shall provide the City with a copy of the authorization(s) signed by the employee.

Dues and/or fees withheld by the City shall be transmitted to the Union Officer designated in writing by the Union as a person authorized to receive such funds, at the address specified. Dues and/or fees shall be deducted from the first and second paycheck of each month and remitted to the Union by the last business day of the month.

The City shall not deduct money specifically earmarked for a PAC or other political activities unless such deduction is affirmatively, separately and specifically authorized in writing by the unit member.

The Union shall keep an adequate itemized record of its financial transactions and shall make available annually to the City and, upon request, to the employees who are members of the unit, within sixty (60) days after the end of its fiscal year, a detailed written financial report in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or principal officer, or by a certified public accountant. A copy of financial reports required under the Labor-Management Disclosure Act of 1959, or Government Code section 3546.5, shall satisfy this requirement.

The Union shall provide protection to the City by indemnifying, defending and holding the City harmless from and against all claims and liabilities as a result of any loss, claim, liability or cause of action arising out of the operation of this article.

ARTICLE FOUR COMPENSATION

Section 1: Salaries

- A. Effective the first day of the first full pay period in July ~~2019~~2022, the base salary ranges for the represented classifications shall be increased three percent (3%).
- B. ~~Effective-Effective~~ the first day of the first full pay period in July ~~2023~~2020, the base salary ranges for the represented classifications shall be increased three percent (3%).
- C. ~~Effective-Effective~~ the first day of the first full pay period in July ~~2024~~2021, the base salary ranges for the represented classifications shall be increased three percent (3%).
- ~~D. The City agrees that if other bargaining units, or unrepresented employees in the management or confidential classifications, receive a salary adjustment increase of more than three percent (3%) annually during the term of this Agreement, it shall provide the same salary adjustment to employees represented by the Union. The City further agrees that if it provides salary adjustments for any y rated employee as part of any negotiated agreement with any other bargaining unit or for any unrepresented employees in the management and confidential classifications, the City shall provide the same salary adjustment to y rated employees represented by the Union.~~

Section 2: Acting Pay

Employees who are assigned for six weeks or more to a higher position in an acting status during the absence of an incumbent, or to fill a vacancy until the vacancy can be filled by appointment, shall be eligible for Acting Pay. If all the conditions listed in Personnel Policy I-4, Acting/Interim Appointments have been satisfied the employee shall be compensated at either the beginning step of the higher classification, or 5% higher than he/she normally receives, whichever is greater, during the period of time that the employee is assigned to the higher position.

The employee must serve a minimum of 80 consecutive hours in the higher classification to be compensated at the higher rate. This compensation shall be retroactive to the first hour of the acting/interim appointment. Claims for acting/interim pay will not be honored beyond six months from the end of the acting/interim appointment. Please refer to Personnel Policy and Procedures I-4 Acting/Interim Appointments for specific details.

Section 3: Bilingual Pay

An employee shall be compensated for bilingual pay if ~~his/her~~their regular job duties provide for interaction with the public on a regular basis. Employee must demonstrate proficiency in speaking Spanish (the ability to read and write in Spanish may also be tested if necessary). Proficiency would be determined by successful completion of a proficiency test as determined by the Director of Human Resources. Those employees who successfully demonstrate this skill would be eligible to receive an additional \$~~1252~~75.00 per month for bilingual pay.

~~Employees receiving bi lingual pay as of July 1, 2014 shall be grandfathered into the City's previous policy.~~

Section 4: Certification

An employee shall be eligible, to receive certificate pay in the amount of 2.5% of the employee's base rate of pay for possession of a maximum of one (1) of the below certificates within ~~his/her~~their respective classification. Employees shall be required to annually submit eligibility documentation upon request by the Human Resources Department. The Human Resource Department shall confirm that eligible certifications are not required as part of ~~his/her~~their respective classification. Employees who have received the certification pay during the term of the prior Agreement shall continue to be eligible to receive the certificate pay during the term of this Agreement. Employees hired or promoted into a classification for which a certification is required as part of the minimum qualifications as set forth in the job description, shall not be entitled to receive certificate pay

CLASSIFICATION	CERTIFICATE PAY
As designated by the City Administrator	Notary Public - Employees designated by the City Administrator to perform notary public services on behalf of the City
Electrical Inspector	ICC – Building Inspector and Safety Assessment Program (SAP) Evaluator (Both certificates required)
	ICC – Plumbing Inspector UPC
	ICC – Mechanical Inspector UMC
	Certified Access Specialist - CASP (Only 2 employees eligible in the inspector classification series)
	Professional Electrical Engineer
Associate Engineer	Professional Engineer (Traffic, Geotechnical) – <i>Only one Traffic, Geotechnical and Land Surveyor certificate required for the entire engineering series</i>
	Professional Land Surveyor
Engineering Aid	Certified Landscape Auditor (Water position only)
	Backflow Tester Certificate (Water position only)
Facilities Maintenance Worker, Lead	Class B Commercial Driver's License
	Public Works Degree/Certificate
Facilities Maintenance Worker, Senior	Class B Commercial Driver's License
	Public Works Degree/Certificate

Mechanic, Lead	Class B Commercial Driver's License
	Welding Certification (Only one welder certification required in the mechanic classification series)
<u>Mechanic, Senior</u>	Class B Commercial Driver's License
	Welding Certification (Only one welder certification required in the mechanic classification series)
Mechanic	Class B Commercial Driver's License
	Welding Certification (Only one welder certification required in the mechanic classification series)
Senior Building Inspector	ICC – Electrical Inspector
	ICC- Plumbing Inspector UPC
	ICC –Mechanical Inspector
	Certified Access Specialist - CASP (Only 2 employees eligible in the inspector classification series)
	Professional Engineer (Civil, Structural, or Geotechnical)
Plumbing and Mechanical Inspector	ICC –Building Inspector and Safety Assessment Program (SAP) Evaluator Both certificates required
	ICC – Electrical Inspector
	Certified Access Specialist - CASP (Only 2 employees eligible in the inspector classification series)
	Professional Mechanical Engineer
Project Engineer	Professional Engineer (Traffic, Geotechnical)
	Professional Land Surveyor – (Only one employee with a traffic, geotechnical or land survey license required in the engineering series).
	Certified Professional Storm Water Quality, Qualified SWPP Developer or Qualified SWPPP
Street Maintenance Worker, Senior	Class B Commercial Driver's License
	Public Works Degree/Certificate
	Pesticide Applicator Certification (Up to two employees rotated annually)

Street Maintenance Worker	Class B Commercial Driver's License
	Pesticide Applicator Certification (Up to two employees rotated annually)
Street Maintenance Worker, Lead	Class B Commercial Driver's License
	Pesticide Applicator Certification (Up to two employees rotated annually)
	Public Works Degree/Certificate
Warehouse Worker, Lead	Pesticide Applicator Certification (Up to two employees rotated annually)
Water Maintenance Worker, Senior	Class B Commercial Driver's License
Water Maintenance Worker	Class B Commercial Driver's License
Fire Code Inspector/Fire Code Inspector, Senior	ICC – Building Inspector
	ICC – Fire Plans Examiner
Police Dispatcher	Advanced Public Safety Dispatcher
	Intermediate POST Certificate
	Training Officer Certificate
Police Dispatcher, Lead	Advanced Public Safety Dispatcher
	Intermediate POST Certificate
	Training Officer Certificate

Section 5: Longevity Pay

A. Employees Hired on or Before June 30, 1994

Five (5) Years of Service

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

Ten (10)Years of Service

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

Fifteen (15)Years of Service

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

Twenty (20)Years of Service

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

B. Employees Employed On or After July 1, 1994 and on or before December 31, 2013.

Five (5)Years of Service

All eligible employees who are employed on or after July 1, 1994 and on or before December 31, 2013, who attain five (5)years of consecutive uninterrupted service shall receive an additional five percent (5%)per month of their base salary. Such employees upon reaching their 5th anniversary date shall be entitled to receive said five percent (5%)per month upon said anniversary date. Further, such employees will not be entitled to receive any additional percentage increase to their base salary for further service. This subsection shall only apply to employees hired on or after July 1, 1994 and on or before December 31, 2013.

Section 6: Merit Steps

A. Employees who are not at the top step of their Classification Compensation Plan shall move to the next step on the Plan, if the employee achieved an overall "above average" rating as of their immediately preceding annual performance evaluation (s). Employees shall receive their annual evaluations as outlined in the City's Performance Evaluation Policy.

B. The merit salary advances earned during the fiscal year shall go into effect at the beginning of the first full pay period of the following fiscal year.

C. The effective date of these merit salary advances shall not alter the employee's actual classification anniversary date.

Section 7: Premium Pay

After approval by the City Administrator and Director of Human Resources, premium pay as defined below shall be assigned to persons found to possess on a regular or temporary assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant this salary step over the base class.

1. 5% Premium Pay - A temporary 5% increase in pay shall be given to employees during periods when they assume some of the duties of higher-level job classes for a period of two weeks or more. Upgrade pay does not apply for short term absences or vacation coverage.
2. 10% Premium Pay - A temporary 10% increase in pay shall be given to employees when in the judgment of the Department Head and concurrence with the City Administrator they assume significantly more complex additional duties and responsibilities not normally found in their class for a period of two weeks or more. Upgrade pay does not apply for short term absences or vacation coverage.
3. 5% Dispatcher Training Pay - A temporary 5% increase in pay shall be given to Police Dispatchers when they are designated by the Police Chief or designee to train newly hired employees in the Police Dispatch Center.

Please refer to Personnel Policy and Procedures II-3 Salary Plan Administration for specific details.

Section 8: Training and Recertification Time

Training and/or recertification time that is required by the employee's then current job description on file with the Human Resources Department or approved in advance by the Department Head is compensable.

ARTICLE FIVE OVERTIME

Section 1: Overtime Authorization

All overtime requests must have prior written authorization of the respective supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable.

Section 2: F.L.S.A. Overtime

Employees will be paid overtime at time and a half (1.5) for all eligible hours worked in excess of forty (40) hours in a single workweek.

Holidays (regular, in-lieu, and floating), vacation time, compensatory time, paid jury duty leave, sick leave, and bereavement leave shall count as time worked for the purposes of computing overtime. Union leave, unpaid jury leave, disciplinary suspensions, and administrative leave shall not count as time worked for the purpose of computing overtime.

Section 3: Compensatory Time

In lieu of cash payment, an employee may request compensatory time for overtime worked. Accrual of compensatory time shall be limited at any point in time to a maximum of eighty (80) normal working hours. Compensatory time shall be calculated by multiplying the number of overtime hours worked by the appropriate factor of 1.5 or 2 times the regular hourly rate.

- A. Overtime shall be compensated as mutually agreed upon in advance by employee and employer.
- B. Scheduling of compensatory time requires prior management approval and must be preceded by a ten (10) day notice of intended use from the employee. Management may waive the ten (10) day notice in cases of emergency. Compensatory time off may be taken only in 15 minute increments. The ten (10) day notice requirement shall not apply to attendance at funerals; the employee will notify management as soon as the need to be absent for a funeral is known.
- C. Upon promotion to an FLSA exempt classification, all compensatory time off shall be cashed out prior to promotion at the employee's current regular rate of pay in the non-exempt classification.

Section 4: Call Backs

Call back duty occurs when an employee is requested to report to duty on a non- scheduled work shift. Call back policy is applicable when an employee is requested to return to work, after the employee's workday is completed and/or prior to when the employee is scheduled to begin [his/her/their](#) shift. Call back does not occur when an employee is held over from [his/her/their](#) prior shift or is working planned overtime.

An employee Called Back to duty shall be credited with a minimum of four (4) hours of work at the applicable overtime rate. Any hours worked in excess of four (4) hours shall be credited for actual time worked at the applicable overtime rate.

If the employee is Called Back to duty, [his/her/their](#) work time shall be credited commencing when the employee reports to work and shall conclude when the employee leaves work.

Section 5: Hold Over Pay

An employee following completion of a shift shall be paid double time for each hour held over in excess of four (4) hours beyond the regular shift, regardless of the number of regular hours worked in the pay period. For purposes of this section only, Hold Over Pay is applicable when an employee is required to work beyond a regular work shift whether planned and/or unplanned.

ARTICLE SIX

UNIFORMS & SAFETY FOOT WEAR ALLOWANCE

If an employee's job classification requires him/her to wear a uniform while on duty, as designated by the City or employee's Department, the City will provide and launder such uniform.

For employees that work in the Police Department, the City will provide the initial set of uniforms to the employees. The newly hired employee will receive: two (2) class A uniforms; two (2) class B uniforms; two (2) polo shirts and one (1) jacket or sweater. On all subsequent anniversary dates for Police Department employees, the City will provide an annual uniform purchase and maintenance allowance of \$600.00. The employee's uniforms shall meet the applicable regulations for ~~his/her~~their job classification pursuant to City/Departmental policies.

Employees that work in the Fire Department and who are required to wear a uniform while on duty shall receive the uniform allowance identified in the then current Vernon Firemen's Association Memorandum of Understanding.

The City will provide a safety foot wear allowance of \$200.00 payable in the first pay period in July of each year for those employees required to wear safety boots/shoes. The boots/shoes purchased must be appropriate to the employee's job classification and must meet applicable CAL-OHSA regulations and City/Departmental policies. Employees hired after January 1st will be eligible for a pro-rated amount as follows:

Hired, Promoted, or Reclassified on or between:	Safety Boot/Shoe Allowance
July 1 – September 30	\$200
October 1 – December 31	\$150
January 1 – March 31	\$100
April 1 – June 30	\$50

Employees receiving the footwear allowance are required to wear the prescribed boots/shoes at all times while in the field or as required. Boots/shoes must be kept in a well-maintained condition to ensure employee safety. The City reserves the right to determine if the boot or shoe is appropriate to the job classification in conformance with applicable CAL-OHSA regulations and City/Departmental policies.

ARTICLE SEVEN

HEALTH AND WELFARE BENEFITS

Section 1: Medical

The City offers various medical plans to employees. The City reserves the right to select, administer, or fund any fringe benefit programs involving insurance that now exist or may exist in the future.

The City shall meet with the Union prior to any change of insurance carrier or method funding coverage for any fringe benefits listed in this article.

Section 2: Cafeteria Plan:

The City and Union agree to a section 125 cafeteria plan (non-cash out), for this bargaining unit effective July 1, 2016. The City will adhere to the cafeteria plan requirements in accordance with IRS Section 125 regulations. The City shall provide to each employee in this bargaining unit a monthly allowance toward the cost of ~~his/her~~their medical plan as outlined in Subsection A, B and C below.

- A. The City shall provide a contribution equal to the total premium costs of Employee-Only, Employee + Spouse, Employee + Child(ren), or Employee + Family lowest-cost HMO, lowest-cost Dental DMO, and vision plan that corresponds with the employees' benefit selection. Employees who elect a health plan whose premium cost is higher than the Low HMO medical, dental and vision will be responsible for any applicable excess premium costs. However, if an employee opts out of dental and/or vision coverage, then they may use these allotments for those respective coverages to pay towards the excess medical premiums. The City understands that the allotment amounts will vary based on the premium costs that go into effect on January 1 of each calendar year of the term of this Agreement.
- B. During the term of this Agreement, Employees will be allowed to opt in to other plans during any open enrollment period or upon a qualifying event as prescribed and defined by the City's insurance provider.
- C. For Employees electing Employee-Only, Employee + Spouse or Employee + Child(ren) plans, the maximum contribution by the City shall be either the amount set forth in Section A or \$1120, whichever is greater. For employees enrolled in the PPO/HSA plan, the City shall pay up to 100% of the monthly cost of the plan for employees and eligible dependents, not to exceed \$870 per month. In addition, for each employee enrolled in a PPO/HSA plan, annually the City shall make lump sum contributions to a health savings account (HSA) as follows: \$1,500 in January and \$500 each in March, June and September. The cost of any PPO/HSA plan selected by the employee that exceeds \$870 shall be paid by the employee

through a pre-tax payroll deduction. The City understands that the allotment amounts will vary based on the premium costs that go into effect on January 1 of each calendar year of the term of this Agreement.

Section 3: Dental:

The City of Vernon provides a dental insurance plan to employees. In the event an employee does not exceed ~~his/her~~their monthly employer medical allowance, the employee shall be allowed to apply any unused portion toward the purchase of dental insurance for himself/herself and eligible dependents. The cost of any plan selected by the employee that exceeds ~~his/her~~their monthly employer medical allowance shall be paid by the employee through a pre-tax payroll deduction.

Section 4: Vision

The City of Vernon provides a vision care plan to employees. All premiums for vision coverage at each tier of coverage are to be deducted from the total monthly City contribution for Medical, Dental, and vision coverage. In the event an employee does not exceed their monthly employer medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for vision care.

Section 5: Life Insurance

The City provides life insurance up to \$20,000 in coverage to employees. The City shall pay 100% of the cost of such plan for employees. The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee.

Section 6: Deferred Compensation

Employees are eligible to participate in the City's Deferred Compensation Program.

Section 7: Other City Employee Programs

Employees are eligible to participate in all City sponsored programs adopted by City Council Resolutions that are intended to benefit all employees in the areas of, but not limited to the following:

- Computer loan purchase plan
- Corrective eye surgery plan
- Flexible Spending Plan
- Hearing aid device plan
- Tuition reimbursement plan

- Employee Assistance Program (EAP)
- Supplemental Life
- Long Term Disability
- Other supplemental insurance plans that may be available

ARTICLE EIGHT

RETIREMENT

Section 1: Public Employee Retirement System (“PERS”)

The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides employees with 2.7% at 55 PERS retirement benefit plan.

As a result of the recent passage of AB 340 Public Employee Pension Reform (PEPRA), new CalPERS members hired on or after January 1, 2013, who meets the definition of new member under PEPRA, shall be provided a 2.0% at 62 PERS retirement benefit plan.

Employees shall be responsible for paying their employee's contribution to PERS.

The City and Union agree to a reopener to discuss the impacts and effects if the laws concerning PERS are amended during the term of this contract.

Effective the first pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of nine percent (9%).

Effective the first pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

Section 2: Supplemental PERS Retirement Benefits

The City agrees to provide additional supplemental retirement benefits to employees under PERS as follows:

- Gov't Code Section: 20042 — (Classic Members Only) One Year Final Compensation

- New employees hired on or after January 1, 2013 who meet the definition of new member under PEPPRA shall receive 3 Year Average Final Compensation
- Gov't Code Section: 21024 - Military Service Credit as Public Service
- Gov't Code Section: 21548 — Pre-Retirement Option 2W Death Benefit
- Gov't Code Section: 21573 — Third Level of 1959 Survivor Benefits

Section 3: Retiree Medical

- A. The City will pay up to the amount equivalent to the then current, lowest cost, employee only HMO insurance premium for the City's medical and/or dental insurance premium(s) for all full-time regular employees who retire at age 60 or later with at least twenty (20) years of continuous uninterrupted service. Retired employees will be permitted to enroll in a higher-cost plan and pay the amount in excess of the HMO equivalent.
- B. All full-time regular employees with at least thirty (30) years of continuous uninterrupted service who retire before the age of sixty (60) years will be permitted to pay their medical and/or dental insurance premiums, and, upon reaching the age of sixty (60), the City will pay up to the amount equivalent to the then current lowest cost, employee only HMO medical and/or dental insurance premium(s).
- C. All full-time regular employees, who retire with a minimum of ten (10) years of continuous uninterrupted service with the City, may pay the premium(s) for medical and/or dental insurance.
- D. Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining eligibility for retiree medical benefits.
- D.E. All retiree medical and/or dental insurance benefits provided pursuant to subsections A, B, and C above, shall be for retired employees only and shall not include their spouses or other dependents.
- E.F. All retired employees who receive medical and/or dental insurance benefits pursuant to subsections A, B, or C above and who reach the age of sixty-five (65), are required to be enrolled in Medicare, and shall show proof of such enrollment, where upon the City's insurance policy will become supplemental coverage, if applicable.
- F.G. The City's obligation to make any payment under the retiree medical benefits program shall automatically terminate and cease upon the death of the retired employee.
- G.H. The offer of the retiree medical benefits is not a vested right for future years.

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Eligible retired employees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement payment equivalent to the then-current lowest cost City-offered Employee-only medical-HMO and/or dental HMO insurance premium. An eligible retired employee who chooses this option and later has no reimbursable expenses is still eligible to receive the reimbursement at a later time when he or she does have qualifying reimbursable expenses. Once an employee who has opted out reaches Medi-care eligibility, the retiree shall receive a monthly reimbursement to the then-current cost of supplemental coverage. Once a retired employee opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll in the City's health plans.

ARTICLE NINE HOLIDAYS

Section 1: Holidays

- A. All full-time employees, excluding employees assigned to a 24/7 operation, shall be provided with the following holidays with pay based on the number of hours constituting a regular working day, subject to the provisions below.
1. January 1st - New Year's Day
 2. The 3rd Monday in January – Martin Luther King, Jr. Day
 3. The 3rd Monday in February – Presidents Day
 4. March 31st – Cesar Chavez Day
 5. The last Monday in May – Memorial Day
 6. July 4th – Independence Day
 7. The first Monday in September – Labor Day
 8. The second Monday in October – Columbus Day
 9. November 11th – Veterans Day
 10. The 4th Thursday in November – Thanksgiving Day
 11. December 24th – Christmas Eve
 12. December 25th – Christmas Day
 13. December 31st – New Year's Eve
 14. Such other days as may be designated as holidays by the City Council of the City of Vernon (employees assigned to a 24/7 operation shall receive an equivalent number of in-lieu hours)
- B. If an authorized holiday falls on a Sunday, the following Monday shall be treated as the holiday. Holidays falling on a Friday or Saturday, shall not be granted as a holiday to employees.
- C. Temporary and part-time employees are not eligible for paid holidays.
- D. An employee whose regular shift assignment falls on a scheduled holiday and who is required to work on that day shall be paid at his/her/their regular rate of pay for the holiday, plus overtime pay for his/her/their regular hours worked (excluding employees assigned to a 24/7 operation).
- E. Employees assigned to a 24/7 operation shall not be eligible for holiday pay, but shall instead receive In-Lieu Holiday hours equivalent to the applicable calendar year holiday schedule for rest of the Teamsters' members, subject to the provisions below.

Section 2: In-Lieu Holiday Time

- A. An employee regularly assigned to a 24/7 operation whose duties are such that they do not receive the benefits of regular legal holidays, shall be granted In-Lieu Holiday hours equivalent to the applicable calendar year holiday schedule for rest of the Teamsters members effective January 1st of each calendar year. Each year, the City will determine the number of holidays observed and shall provide in-lieu holiday hours for these employees in an amount equal to the number of observed holidays multiplied by the employees' paid hours per shift.
- B. Such In-Lieu Holiday time shall only be granted so long as said employee is on the active payroll of the Department.
- C. In-Lieu Holidays must be taken prior to December 31st. Holidays may be taken as days off at the employee's discretion, subject to the approval of the Department Head or designee.
- D. It shall be the responsibility of the employee to make a record of a good faith effort to utilize all In-Lieu holiday time within the applicable calendar year. If such effort is demonstrated, in or about January of each year, the employee shall be paid for said In-Lieu Holidays not taken within the preceding calendar year. Compensation for unused In-Lieu holidays shall be calculated using the employee's regular rate of pay, including all compensation computed in accordance with the applicable base rate, as of December 31st of the applicable calendar year.
- E. An employee who resigns, retires, transfers out of a 24/7 operation or is terminated shall be compensated on a prorated basis for In-Lieu holiday time not yet taken. Proration shall be determined by the number of holidays that occurred in the calendar year prior to the resignation, retirement, transfer, or termination.

ARTICLE TEN

VACATION

Section 1: Vacation Leave

All full-time employees shall accrue vacation according to the following schedule:

4/10 Schedule:

<u>Continuous Years of Service</u>	<u>Vacation Hours Earned</u>	<u>Bi-Weekly Accrual</u>
1 st year thru 4 th year	80	3.08
5 th year thru 9 th year	100	3.85
10 th year thru 14 th year	120	4.62
15 th year thru 24 th year	160	6.16
25 th year and more	190	7.31

24/7 Operation:

1 st year thru 4 th year	96	3.69
5 th year thru 9 th year	120	4.61
10 th year thru 14 th year	144	5.53
15 th year thru 24 th year	192	7.38
25 th year and more	228	8.76

Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining accrual of vacation leave.

If the City agrees to increase the vacation accrual for other employee groups (outside of the Teamsters' Union), excluding executives, who have worked for the City for 25 years or more, the City agrees to a re-opener at the Union's request to discuss the differing vacation policy(ies).

Section 2: Vacation Accumulation

- A. No vacation leave shall be carried over into the next calendar year that exceeds the maximum number of hours the employee was eligible to accrue during the immediately preceding year. In or about February of each year, employees shall be compensated for unused accrued vacation benefit in excess of the allowed accumulated amount referenced above. Compensation for unused vacation in excess of the allowed accumulated maximum shall be calculated using the employee's regular rate of pay, including all compensation computed in accordance with the applicable base rate, as of December 31st of the applicable calendar year.
- B. No vacation leave shall be accumulated by employees while they are on an unpaid leave of absence or unpaid non-work related disability leave.
- C. In the event one or more City holidays fall within a vacation period, such holidays shall not be charged as vacation leave. (Except for employees assigned to a 24/7 Operation)

- D. Upon separation from City employment, compensation shall be paid for vacation leave, which has been earned but not taken at the employee's regular rate of pay, including all compensation computed in accordance with the applicable base rate, at time of separation.

Section 3: Scheduling of Vacation

- A. Vacation leave shall be scheduled with the approval of the Department Director or his or her designee by submitting a Leave Request Form in writing, within ten (10) business days before the beginning of the vacation. Vacation leave requests for extended times (3 weeks or more), unless an unforeseen emergency exists, shall be submitted at least thirty (30) days in advance of the beginning of the vacation. Vacations shall be approved subject to the needs of the department. The employee's seniority and wishes will be factors that are considered during the scheduling process. Non-earned vacation leave shall not be allowed. Notwithstanding the aforementioned, Department Heads can continue to exercise discretion in granting vacation leave request.
- B. Vacation leave requests shall not be in excess of that actually earned at the time it is requested or in excess of the regular scheduled workweek.

ARTICLE ELEVEN

SICK LEAVE

Section 1: Sick Leave

- A. Full-time Employees shall accrue 80 hours of sick leave per year, accruing 3.08 of sick hours over 26 pay periods per year. If the full-time employee works, or is on regular paid status, less than a full year, the hours of sick leave will accrue on a pro rata basis. ~~Part-time and temporary employees (excluding CalPERS retired annuitants) working for 30 or more days within a year shall be entitled to accrue paid sick days at the rate of one (1) hour per every 30 hours worked.~~ In accordance with the Healthy Workplaces, Healthy Families Act of 2014, beginning July 1, 2015, all part-time and temporary employees (excluding CalPERS retired annuitants) working for 30 or more days within a year shall be entitled to accrue paid sick days at the rate of one (1) hour per every 30 hours worked and shall be eligible to use accrued sick leave after satisfying a 90-day employment period. Employees only receive sick leave accrual while they are in a paid status.
- B. The City shall allow carry-over of sick leave up to the maximum cap of 960 hours of sick leave. This bank of carry-over sick leave would provide a cushion for longer-term illnesses and injuries.
- C. Annually, any sick leave hours exceeding 960 will be compensated for at the end of the year at 50% of the employee's regular hourly rate.
- D. If an employee resigns from the City with 20 years or more of continuous service, he/she will be compensated for all unused sick leave hours in his/her/their sick leave bank at the time of separation at 50% of his/her/their then current regular hourly rate of pay.
- E. If an employee retires from the City with 15 to 20 years of continuous service, he/she will be compensated for all unused sick leave hours in his/her/their sick leave bank at the time of separation at 50% of his/her/their then current regular hourly rate of pay. If an employee retires from the City with more than 20 years of continuous service, he/she will be compensated for all unused sick leave hours in his/her/their sick leave bank at the time of separation at 100% of his/her/their then current regular hourly rate of pay.
- F. An employee who is out on sick leave for more than two (2) consecutive days shall be required to provide the City with a doctor's note for the sick leave in order to be paid for the sick leave.

Section 2: Family Sick Leave (Kin Care)

- A. Employees may use in any calendar year, the employee's accrued and available sick leave entitlement, in an amount not more than the sick leave that would be accrued during six months at the employee's then current rate of entitlement, for qualifying family illness as follows: Sick leave for family illnesses will be allowed only for the sickness of the spouse, children, mother,

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or father of the employee. In the case of joint custody of a child, illness of the child occurring at the other custodial parent's house may also qualify. All family sick leave shall be approved by the department head.

ARTICLE TWELVE

LEAVE BENEFITS

Section 1: Jury Duty

- A. All regular full-time employees summoned to serve on jury duty shall be provided "Jury Duty Pay" and there shall be no loss of compensation. An employee will be compensated up to two weeks (equivalent to eight (8) work days based on City Hall schedule Monday through Thursday) at full pay for jury duty. The employee must provide notice of the expected jury duty to his or her supervisor as soon as possible, but in no case later than 14 calendar days before the expected start date of the jury duty.
- B. An employee on call for jury duty is expected to report to work. An employee who is called in for jury duty does not have to report to work before or after appearing in court. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the court. Employees shall notify their Supervisor, either in person, verbally, voicemail message or in writing (electronic), on the day they are released from their jury duty obligations.
- C. Except as herein provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation. Jury duty performed on an employee's regular day off shall not be compensated by the city and the employee shall be entitled only to the court's compensation for duty performed on such employee's regular day off. Employees assigned to jury duty on a holiday will be considered to have taken such a holiday and will receive regular holiday pay, but the employee shall be entitled to the jury compensation for duty performed on such holiday.
- D. For those employees working graveyard and swing shift, or other shifts starting at an early and/or late hour (i.e., 5:00 a.m. or 9:00 p.m.), Management shall reschedule the employee to a day shift with a start time ranging between 7:00 a.m. to 9:00 a.m. Monday thru Friday while the employee is serving on jury duty. This temporary workweek reassignment shall be for the balance of the scheduled workweek. Reassignment of duties may also be made to maximize an employee's productivity prior to, and following release from jury duty.
- E. If an employee is required to serve on a jury for a period longer than two weeks, the employee shall be entitled, at the employees' option, to use any accrued leave time, other than sick time, during the period of extended jury service. The employee shall continue to receive all paid benefits, and shall continue to accrue eligible leave benefits.

Section 2: Bereavement Leave

Permanent full-time employees, regardless of period of service, may in the event of death or where death appears imminent, of any "immediate family member" including the equivalent relatives of a registered domestic partner, be allowed up to the equivalent of four (4) work days (total hours may vary depending on work schedule) of bereavement leave without loss of salary.:

Relative	All Regular Employees
Spouse	4 work days
Child	4 work days
Registered Domestic Partner	4 work days
Step-Child	4 work days
Parent	4 work days
Step-Parent	4 work days
Mother-in-law	4 work days
Father-in-law	4 work days
Step-Parent-in-law	4 work days
Grandchild	4 work days
Step-Grandchild	4 work days
Grandparent	4 work days
Grandparent-in-law	4 work days
Brother	4 work days
Sister	4 work days
Step-Sister	4 work days
Step-Brother	4 work days
Daughter-in-law	4 work days
Son-in-law	4 work days
Brother-in-law*	4 work days
Sister-in-law*	4 work days

*Brother-in-law and sister-in-law are defined as the spouse of the employee's sibling or the sibling of the employee's spouse.

Bereavement leave is paid over a maximum of eight (8) workdays and is paid in thirty-minute increments. The bereavement leave begins on the first regularly scheduled workday as requested by the employee. If the employee learns of the death while at work, he or she is entitled to leave work immediately; this partial day leave will not be counted towards the bereavement leave. Bereavement leave must be authorized by the employee's Department Director and must be utilized within 15 days of employee learning of the death, or of the date of foreseen imminent death of the immediate family member, unless special circumstances require that the leave begin at a later date. Such requests to the Department Director shall be made within 15 days of the employee learning of the death or of the date of foreseen imminent death and shall not be unreasonably denied.

Upon written verification that funeral services or other related obligations necessitate travel outside of California, the employee shall be entitled to use up to two (2) additional days of accrued leave (vacation, compensatory time, in-lieu holiday, or sick leave; said leave to be recorded as vacation, etc.).

ARTICLE THIRTEEN

WORK SCHEDULE AND WORKING CONDITIONS

Section 1: Provisions

The seven (7) day work period shall begin on Sunday at 12:00 a.m. and end on Saturday at 11:59:59 p.m. except as modified by management. In the event the City needs to adjust any work schedule, the City agrees that no such modification will be conducted without first notifying the affected employees a minimum of ten (10) days prior to the change, unless agreed to by the affected employee(s) and the Department Director.

Section 2: 4/10 -Work Schedule

The City agrees to continue the 4/10 work schedule for employees assigned to work between Monday – Friday shifts. The basic work schedule shall consist of four (4) consecutive 10-hour days within a seven (7) calendar day period.

Section 3: Work Schedule

It is understood that the City has established a workweek for each covered employee which meets the requirement of the FLSA and which will not result in overtime compensation as part of the normal work schedule. Each non-exempt employee shall be assigned a designated FLSA workweek for the correct calculation of overtime.

All employees shall receive a minimum of two 15-minute breaks and a thirty (30) minute lunch period or sixty (60) minute lunch period per workday.

Section 4: Standby Policy

A. PURPOSE

To have employees on stand-by to respond to major incidents and emergencies during non-working hours which require immediate attention to availability of qualified individuals with expertise in operating, maintaining, restoring and repairing the City's infrastructure.

It is presently anticipated that the need for stand-by will be as follows, with the understanding that actual stand-by staffing, if any, remains at the discretion of the department head:

- 1.- One (1) Water Employee
- 2.- One (1) Building Maintenance Employee
- 3.- One (1) Environmental Specialist
- 4.- One (1) Street Facilities Maintenance Employee
- 5.- One (1) Police Dispatcher

The Call Back policy is not intended to be used in lieu of a demonstrated need for stand-by.

B. DEFINITIONS

Stand-by: Stand-by duty requires that an employee be accessible, available, and physically able to report to work. The employee must possess a city issued mobile phone device that remains available for immediate contact. The employee must be ready, willing, and able to respond to an emergency or incident or request for assistance based on a pre-arranged schedule. Employees on stand-by must respond to the mobile phone call immediately and be able to respond to the City within 1 hour of being called upon. The department head will determine if an employee is qualified to perform stand-by duties. The stand by duty period shall be defined by the Department Head.

Call Back: When an employee is called back to the City, or at the direction of their supervisor, after their normal work shifts has been completed or before their normal work shift commences due to an unscheduled emergency or request that affects the City's infrastructure.

C. PAYMENT

Stand-by: Employees on "Stand-By" shall receive two hours of regular straight time compensation for each date that the employee is assigned to be on stand-by. Stand-by time is not counted as hours worked as employees are not restricted in their activities and may engage in non-work related personal activities. On City-recognized Holidays where City Hall is closed, employees on stand-by will be compensated four hours of straight time compensation.

An employee assigned to stand-by who is not available to report will be subject to appropriate disciplinary action unless they provide sufficient notice to their immediate supervisor of their incapacity to respond prior to the call back so that appropriate arrangements can be made so that the stand-by duty is covered.

When an employee on "stand-by" is called back to the City, he/she shall be entitled to "stand-by" pay. The employee shall be paid a minimum of four (4) hours of pay at the appropriate rate based upon the employee's hours worked. Time begins when the call out request is received and ends when the employee returns home. If work is performed remotely, the employee shall receive hour for hour compensation at the appropriate rate based upon the employee's hours worked.

D. CONDUCT WHILE ON "STAND-BY" DUTY

1. While on stand-by duty the employee must be able to respond to the City within sixty 60 minutes of being called, and will carry the city issued phone.
2. The employee will at times remain able to immediately respond to any emergencies.
3. Each employee on stand-by duty is accountable to all of the rules and regulations of the City.
4. In the event of a call back, the employee will wear ~~his/her~~their City uniform, if applicable.

F. ASSIGNED VEHICLES

At the discretion of the Department Head, employees on stand-by will have use of a City vehicle to travel to and from their houses and call back assignments. When not on call, the City vehicle must be parked in a secure location at the employee's residence.

ARTICLE FOURTEEN

GRIEVANCE PROCEDURE

PURPOSE AND SCOPE

The purpose of this Article is to provide for a mutually acceptable method for the prompt resolution of employee grievances over the misinterpretation or misapplication of this particular provision of this MOU, City policy, rule or past practice. The City and Union recognize the importance of a viable grievance procedure to aid in the resolution of disputes among employees, supervisors and management. Union and City agree that it is in their best interests to resolve disputes at the earliest opportunity and at the lowest level

GRIEVANCE DEFINITION

A grievance shall be defined as an allegation by an employee or the Union of a misinterpretation, misapplication, or violation of a particular provision of this MOU, City policy, rule, or past practice.

DAYS

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

GRIEVANCE PRESENTATION AND PROCEDURES

Employees shall have the right to present their own grievance or do so through their Union representative.

Grievances shall be processed on standard forms provided by the Department of Human Resources and shall contain information which (a) identifies the aggrieved, (b) contains the specific nature of the grievance, (c) indicates the time or place of its occurrence, if known, (d) states the article(s) of the MOU, City policy, rule or past practice which have been violated, misinterpreted or misapplied, (e) indicates the persons contacted at the informal stage, if applicable, and (f) states the corrective action desired. Grievances may be submitted via email, so long as the employee attaches the grievance form to the email by the required time line. If an employee includes attachments to the grievance form and those attachments are not included in the email or in-person submission, the City shall notify the employee that all attachments were not included and that the deadline for the City to respond to the grievance will not begin to run until all the attachments are received.

Failure by management to reply to the employee's grievance within the time limits specified automatically grants to the employee the right to process the grievance to the next level. If an employee fails to appeal from one level to the next within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision, and the grievance shall not be subject to further appeal or reconsideration.

All time periods specified in this procedure may be extended by mutual written (including email)

consent of the aggrieved employee (e), Union representative and the designated management representative.

INFORMAL PROCEDURE

Within eight (8) days of the date the employee(s) knew or reasonably should have known of the incident giving rise to the grievance, the employee may discuss the complaint with [his/her/their](#) immediate supervisor. Employees are encouraged to discuss complaints with their immediate supervisor in an attempt to resolve the grievance at the lowest possible step.

An employee, at his or her sole discretion, may opt to skip the informal procedure resolution process and instead go directly to Step One. If an employee chooses to proceed with the Informal Procedure, he/she or their union representative shall inform the Human Resources Director, within one day of initiating the Informal Procedure, that he/she has initiated the Informal Procedure and the date the informal grievance was first discussed with [his/her/their](#) supervisor. Within eight (8) days of the discussion with the employee, the supervisor shall verbally respond to the employee's complaint. If the employee is dissatisfied or if the supervisor fails to respond, the employee shall have access to the formal grievance process described below

Step One - Immediate Supervisor

Within the time period referenced above, or if the employee chooses to skip the Informal Procedure, within eight (8) days of the date the employee(s) knew or reasonably should have known of the incident giving rise to the grievance, the employee(s) or the Union shall initiate the grievance procedure by explaining the situation in writing, with the information prescribed above, to the immediate supervisor of the affected employee(s). The Union and/or employee(s) waive the right to proceed with the grievance if the grievant does not initiate the procedure by this deadline. After the presentation of the grievance to the supervisor, the supervisor shall make a decision and present [his/her/their](#) decision, in writing, to the Union and employee(s) within eight (8) days.

Step Two – Department Director

If the Union or employee(s) is not satisfied with the decision of the immediate supervisor, the grievant(s) shall present the grievance, in writing, to the grievant's Department Director within eight (8) days of the decision of the immediate supervisor. The Union and/or employee(s) waive the right to proceed with the grievance if the grievant(s) does not act by this deadline. Within eight (8) days, the Department Director, or the designee of the Department Director, shall meet with the Union and employee(s) to hear the grievance. Within eight (8) days of hearing the grievance, the Department Director or designee shall present [his/her/their](#) decision, in writing, to the Union and employee(s), with copies to the Human Resource Director and the City Administrator.

Step Three - City Administrator/Advisory Arbitration

If the Union or employee(s) is not satisfied with the result of the meeting with the Department Head, the grievant may request the matter be heard by the City Administrator or designee, or the Union may choose to have the matter heard by an impartial hearing officer (arbitrator).

Should the matter be submitted directly to the City Administrator or designee, he/she shall meet with the Union and/or employee(s) within eight (8) days of receipt of the grievant's written notice. If the Union and/or employee(s) elects to have the matter heard by the City Administrator or designee, the Union and/or employee(s) waives the right to have the matter heard by an arbitrator. Within eight (8) days of hearing the grievance, the City Administrator shall provide ~~his/her~~their decision, in writing, to the Union and employee(s). The decision of the City Administrator shall be final and binding.

If the Union elects arbitration, costs of the arbitration shall be shared equally between the Union and the City. A court reporter shall be retained only by mutual consent of the parties. The costs of the arbitration, including the court reporter, shall be divided in half (i.e. 50/50) by the parties. Attorney fees, staff time and witness fees shall not be shared between the parties and shall be paid by the party that incurred the cost.

If the Union elects arbitration, the City shall request a list of five (5) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other mutually agreed upon source within ten (10) days of the Union's request. The Union may delete/strike two (2) names from the list. The City will then select the arbitrator from the remaining names on the list. The selected arbitrator shall serve as the hearing officer. All arbitration proceedings arising under the Grievance procedure shall be governed by the provisions of Title 9, Part 3, of the Code of Civil Procedure of the State of California.

Within eight (8) days of receipt of the arbitrator's recommendation, the City Administrator shall provide ~~his/her~~their decision, in writing, to the Union and employee(s). The recommendation of an arbitrator shall be advisory to the City Administrator or designee. The decision of the City Administrator shall be final and binding.

All time limits specified in the foregoing procedure may be waived only by mutual written agreement.

ARTICLE FIFTEEN

DISCIPLINE PROCEDURE

Definition

Types of discipline include the following: suspension, demotion, reduction in pay or dismissal. For the purposes of this article, verbal counseling, written warning, written reprimand, voluntary demotions, and performance evaluations are not classified as discipline.

DAYS

Days shall be defined for the purposes of this Article as any day in which the City Hall is open to the public for the general conduct of business.

Disciplinary Actions

The tenure of every City employee shall be based on reasonable standards of personal conduct and job performance. Failure to meet such standards shall be grounds for appropriate disciplinary action, which shall be commensurate with the seriousness of the offense and with consideration of the employee's personnel file. Progressive discipline will be used; however, this does not preclude the City from taking disciplinary action, up to and including termination, for an incident for which there is no prior documentation as long as the disciplinary action is warranted and is based on just cause.

The following procedures shall be followed when, in the judgment of the Department Director, an employee has committed an act or omission that justifies discipline. The Department Director or [his/her/their](#) designee shall advise employees of contemplated disciplinary actions in writing and allow the employee an opportunity to respond to such charges prior to taking final action.

Disciplinary actions should be documented in the employee's official personnel file. Performance deficiencies documented in the employee's performance evaluation as "does not meet standards" may be the basis for disciplinary action if the employee fails to correct those performance deficiencies within the time period designated by [his/her/their](#) supervisor. To the extent possible, performance deficiencies or other causes for discipline will be documented in the employee's personnel file.

Upon the City receiving authorization from the employee, the City will provide the Union with all written notices of discipline given to employees represented by Union. The written notice of discipline will also inform the employee that he/she has the right to consult with the Union with regard to the disciplinary action being taken.

Disciplinary Procedure

Prior to the suspension, demotion, reduction in pay or dismissal of any permanent employee for disciplinary purposes, the following procedures shall be followed:

Written Notice of Proposed Action

Written notice of the proposed disciplinary action shall be given to the employee. Such notice shall include the proposed effective date of the discipline, a statement of the reason(s) for the proposed action, including the rule or standard of conduct allegedly violated, the proposed discipline and the charge(s) being considered.

Employee Review

The employee shall be supplied with a copy of the documents or materials upon which the proposed disciplinary action is based.

Employee Response/Pre-Disciplinary Conference

The notice of proposed action shall state the date by which the employee must exercise the right to respond orally, in writing or both orally and in writing. This represents the pre-disciplinary opportunity for the employee to state any reasons that he/she believes the proposed action to be inappropriate. The employee shall have a reasonable amount of time to respond, which shall not be fewer than five days. This date may be adjusted by mutual agreement. Failure to respond by the assigned date will constitute a waiver of the right to respond. Any response will be fully considered before any final action is decided upon.

The Pre-Disciplinary Conference does not need to be an evidentiary hearing. An employee has the right to have a representative of his or her own choosing at the conference. The City may conduct further investigation if the employee's version of the facts or new information raises doubts as to the accuracy of the City's information leading to the discipline proposal.

Written Notice of Final Action

After consideration of the employee's response, or in the absence of a response, written notice of the final disciplinary action shall be given to the employee. Such notice shall include essentially the same information contained in the notice of proposed action, except that the employee's formal appeal rights shall be stated.

Emergencies

When, in the opinion of the City, immediate disciplinary action is required to protect the health, safety or welfare of the public, other employees or the employee himself, the employee may be suspended without pay for up to five (5) days pending the processing of the notices required in this article or may be suspended with pay pending the completion of such investigations or hearings as may be required to determine if disciplinary action is to be taken. If the charges and/or allegations are not sustained, the employee suspended without pay shall be entitled to reinstatement with full back pay and benefits. All back pay awards related to suspension, demotions and discharges shall include interest as set by Civil Code §§ 3287 et. seq.

Appeal Procedures

Major Discipline

Any permanent employee in the classified service shall have the right to appeal any dismissal, suspension of thirty (30) hours or more, reduction in salary, or non-probationary demotion. The appeal process shall not be applicable to probationary employees. The appeal process shall not be applicable to performance evaluations, verbal and/or written reprimands.

An employee desiring to appeal the discipline shall have ten (10) days after receipt of final notice of discipline. The employee's request for appeal must be addressed to the City Administrator and received in the Human Resources Division. The Human Resources Division shall date stamp the employee's appeal to verify the timeliness of the appeal.

If, within the 10-day appeal period, the employee does not file the appeal, unless good cause for the failure is shown, the discipline shall be considered conclusive. If the employee files a timely appeal, an arbitration appeal hearing shall be established as follows:

1. The employee shall file a written request with the Human Resources Division for advisory arbitration to the City Administrator or designee. The City and Union will share equally share (i.e. 50/50) the arbitration-related expenses, excluding attorney fees, expert witness (es) and staff time.
2. The City shall request a list of five (5) arbitrators registered with the American Arbitration Association, California State Conciliation Service or some other agreed upon source within ten (10) days of the employee's request. The employee may delete/strike two (2) names from the list. The City will then select the arbitrator from the remaining names on the list.
3. The selected arbitrator shall serve as the hearing officer.
4. All time limits specified in the procedure may be waived by mutual written agreement.
5. At the conclusion of the hearing, the arbitrator will submit ~~his/her~~their findings to the City and the employee. The opinion shall set forth findings of fact and conclusions. The decision of the Arbitrator will become final unless the City or the employee elects to pursue judicial review under CCP §1094.5.

Minor Discipline

Any permanent employee shall have the right to appeal any suspension below the threshold of major discipline. The appeal process shall not apply to probationary employees.

If the problem cannot be resolved between the employee and the supervisor, the employee may, within ten (10) days from receiving notice of the final discipline, request and be granted an interview with the Department Director or ~~his/her~~ designee in order to discuss the appeal.

The Department Director or designee shall render ~~his/her~~their decision in writing within fifteen (15) days of receiving the appeal. If the Department Director and employee are unable to arrive at a satisfactory solution, the employee may, within fifteen (15) days from the date of the decision by

the Department Director, submit a written appeal to the City Administrator or designee. The City Administrator or designee will respond or schedule a meeting within fifteen (15) days. The City Administrator or designee shall render ~~his/her~~their judgment as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing. ~~His/Her~~Their decision shall set forth which charges, if any, are sustained and the reasons therefore. The opinion shall set forth findings of fact and conclusions. The decision of the City Administrator shall be final and binding.

ARTICLE SIXTEEN
JOINT LABOR MANAGEMENT COMMITTEE

- A. The City and the Union will maintain a Joint Labor Management (JLM) Committee comprised of at least eight (8) members. The City's team shall consist of representatives from the City Administrator's office, the Human Resources Department and management representatives of the City Departments. The Union shall provide up to five (5) City employees and one (1) representative to sit on its committee. Employees who are regularly scheduled to work shall be on paid release time during participation in the JLM Committee. Participation in the JLM Committee is considered Union Business, and as such, any release time under this section shall not result in the City incurring any overtime. Additional department and employee representatives may participate on the Committee to deal with departmental matters, which may be addressed. This Committee shall meet at least semi-annually to discuss matters of concern to both management and the Union and a written summary of each meeting shall be prepared by the City. The Committee shall be authorized to schedule meetings more frequently than the semi-annual ones required herein in order to expeditiously respond to concerns properly before the committee.
- B. The JLM Committee shall be utilized to allow the parties to discuss matters affecting the workplace environment.
- C. The JLM Committee shall not be a means for participating in the meet and confer process as provided for by Government Code Sections 3500 et. Seq. The JLM Committee's meetings shall not be "Meet and Confer" sessions as that term is used in Government Code Sections 3500 et. seq.
- D. JLM Committee consideration of proposed changes in terms and conditions of employment shall not occur and is not a condition precedent to the exercise by the City of its rights.

SIGNATURE PAGE

CITY OF VERNON

Carlos R. Fandino Jr.
City Administrator / “MERR”

Scott Williams
Director of Finance/City Treasurer

Ashley Reveles
Human Resources Analyst

Michael Earl
Director of Human Resources

TEAMSTERS LOCAL 911

Carlos Rubio
VP / Senior Business Representative
Union Committee Member

Michael Grijalva
Union Committee Member

Jerry Alvarado
Union Committee Member

Joseph Alvarado
Union Committee Member

Cerissa Diaz
Union Committee Member

James Moore
Union Committee Member

Efren Peregrina
Union Committee Member

APPROVED AS TO FORM:

| _____
Zaynah Moussa, [Interim](#) City Attorney

APPROVED AND ADOPTED BY CITY COUNCIL ON _____ PER
RESOLUTION NO. _____

ATTEST:

Dated: _____

| ~~Deborah Harrington~~ Lisa Pope, ~~Interim~~ City Clerk

City Council Agenda Item Report

Submitted by: Michael Earl
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Citywide Fringe Benefits Policy

Recommendation:

Adopt Resolution No. 2022-28 adopting the Citywide Fringe Benefits Policy and repealing Resolution No. 2021-15.

Background:

The Citywide Fringe Benefits Policy (Policy) contains provisions that apply to all employees and officers of the City of Vernon and specifically outlines benefits and terms of employment for employees in classifications designated as Executive, Management, Mid-Management, Confidential, Unclassified, and Elected Officials. Exceptions, additions, and/or limitations to the Policy are found in individual Memoranda of Understanding for represented classifications.

Proposed revisions to the Policy reflect previous City Council authority provided for labor negotiations with the City's bargaining groups and the wages, hours, and terms and conditions of employment for employees in unrepresented classifications. The proposed revisions are summarized as follows:

- **Section 6.** Vacation: This section is amended to provide credit towards accrual of vacation leave for previous City of Vernon employment for current City employees who may have had a break in service with the City.
- **Section 18.** Retiree Medical - Non-Safety Employees: This section is amended to modify the terms of eligibility for retiree medical benefits for employees who occupy classifications designated as Executive. A total of nine single-incumbent classifications are affected by this revision. The minimum age threshold is modified from age 60 to age 55; coverage is added for eligible spouses; and eligible service credit is defined to include cumulative public sector service rather than solely City of Vernon employment. This section is also amended to provide credit towards eligibility for retiree medical benefits for previous City of Vernon employment for current City employees who may have had a break in service with the City.
- **Section 20.** Bilingual Pay: This section is amended to increase Bilingual Pay for all eligible City employees from \$125 per month to \$275 per month.
- **Section 24.** Compensation for Classifications Designated as Executive, Management, Mid-Management, Confidential, Unclassified, and Elected Officials: This section is added to specifically identify and specify changes in salaries and any Cost of Living Adjustments (COLA) for classifications in the designated groups. As detailed in the proposed revisions to the Fringe Benefits Policy, the amendments provide the following:
 - For classifications designated as Executive, there are no salary adjustments (COLA) for Fiscal Year 2022-23. A 2.5% COLA is provided in Fiscal Years 2023-24 and 2024-25.
 - For classifications designated as Management and Mid-Management, in lieu of a salary increase (COLA), employees in these classifications would receive a one-

- time lump sum Off-Salary Schedule Payment equal to 3% of the employees' annual salary. A 3% COLA is provided in Fiscal Years 2023-24 and 2024-25.
- For classifications designated as Confidential, Unclassified, and Elected Officials, a 3% COLA is provided for Fiscal Years 2022-23, 2023-24, and 2024-25.

Approval of the specific salary schedules that make up the City's Classification and Compensation plan is provided through a separate City Council meeting agenda item.

Fiscal Impact:

The estimated fiscal impact resulting from approval of the proposed amendments to the Citywide Fringe Benefits Policy for the classifications of Executive, Management, Mid-Management, Confidential, Unclassified, and Elected Officials, as detailed above is approximately \$352,903 for Fiscal Year 2022-23. Sufficient funds for the proposed amendments are available in the salary and benefit accounts for each City Department. Funding for future fiscal years will be included in future proposed budgets.

Attachments:

1. [Resolution No. 2022-28](#)
2. [Citywide Fringe Benefits Policy 07-19-2022 \(Redline\)](#)

RESOLUTION NO. 2022-28

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON
ADOPTING CITYWIDE FRINGE BENEFITS POLICY AND REPEALING
RESOLUTION NO. 2021-15

SECTION 1. Recitals.

A. On June 1, 2021, the City Council adopted Resolution No. 2021-15, adopting a Citywide Fringe Benefits Policy.

B. To reflect City Council authority provided for labor negotiations with the City's bargaining units and employees in unrepresented classifications, staff recommends the adoption of an updated Citywide Fringe Benefits Policy.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. Effective July 19, 2022, the City Council hereby approves the Citywide Fringe Benefits Policy, attached hereto as Exhibit A.

SECTION 4. All resolutions or parts of resolutions, specifically Resolution No. 2021-15, are hereby repealed.

SECTION 5. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA, Interim City Attorney



City of Vernon

CITYWIDE FRINGE BENEFITS POLICY

Adopted July 19, 2022

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INTRODUCTION

The Citywide Fringe Benefits Policy shall apply to all employees and officers of the City of Vernon. Exceptions, additions, and/or limitations to this basic policy may be found in respective Memoranda of Understanding or employment contracts. The existence of these policies shall not create or imply any employment contract or vested right of employees.

For those employees covered in respective memoranda of understanding (MOU), the provisions set forth in the applicable MOU shall prevail in the event that there is any conflict between provisions established in this Resolution and any provisions established in the respective MOU.

The provisions set forth in this Policy or as amended from time to time shall be effective upon City Council adoption, unless a specific effective date is stated therein.

FRINGE BENEFITS

Section 1. HOLIDAYS

- A. Authorized holidays are as set forth in Table 1, attached hereto and incorporated herein by reference. Municipal offices shall be closed on such holidays.
- B. The dates for observation of holidays shall be approved by the City Council.
- C. If an authorized holiday falls on a Sunday, the following Monday shall be treated as the holiday. Holidays falling on a Friday, or Saturday, shall not be granted as an authorized holiday to employees.
- D. An employee whose regular shift assignment falls on an authorized holiday and who is required to work on that day shall be paid at his/her regular hourly rate of pay for the holiday, plus his/her regular hourly rate including any applicable overtime pay for the actual hours he/she was required to work on the authorized holiday.
- E. Temporary and part-time employees are not eligible for paid holidays.
- G. All full-time employees may use vacation time or compensatory time for a religious holiday (not listed herein as an authorized holiday) with the prior approval of the department head. If there is insufficient accumulated time, the employee may request the time as unpaid leave of absence.

TABLE 1 - HOLIDAY

HOLIDAY
January 1 st - New Year's Day
3 rd Monday in January - Martin Luther King Jr. Day
3 rd Monday in February - Presidents Day
March 31 st - Cesar Chavez Day
Last Monday in May – Memorial Day
July 4 th – Independence Day
1 st Monday in September – Labor Day
2 nd Monday in October – Indigenous Peoples' Day
November 11 th – Veterans Day
4 th Thursday in November - Thanksgiving Day
December 24 th – Christmas Eve
December 25 th – Christmas Day
December 31 st – New Year's Eve
And other days as such designated by City Council.

Section 2. ADMINISTRATIVE LEAVE

- A. **Executive and Management** - Includes City Administrator, City Attorney, City Clerk, City Treasurer and the heads of all Departments as listed in the City Code or City Charter and their respective Deputies and Assistant Directors shall receive, effective January 1 of each calendar year, 80 hours of Administrative leave.
- B. The 80 hours may not be carried over into the succeeding calendar year and is lost and not eligible for cash payout if not used by December 31 of each calendar year.
- C. Executive and Management staff hired, promoted, or reclassified on or after April 1 of each calendar year shall be eligible to receive pro-rated administrative leave hours during the year of hire as identified below:

Hired, Promoted, or Reclassified on or Between	Administrative Leave
January 1 – March 31	80 hours
April 1 – June 30	60 hours
July 1 – Sept. 30	40 hours
Oct 1 – Dec. 31	20 hours

- D. **Mid-Management** – Staff who are designated as exempt in accordance with the Fair Labor Standards Act (FLSA) shall receive, effective January 1 of each calendar year, 60 hours of Administrative leave.
- E. The 60 hours may not be carried over into the succeeding calendar year and is lost and not eligible for cash payout if not used by December 31 of each calendar year.
- F. Mid-Management FLSA exempt staff hired, promoted, or reclassified on or after April 1 of each calendar year shall be eligible to receive pro-rated administrative leave hours during the year of hire as identified below:

Hired, Promoted, or Reclassified on or Between	Administrative Leave
January 1 – March 31	60 hours
April 1 – June 30	45 hours
July 1 – Sept. 30	30 hours
Oct 1 – Dec. 31	15 hours

- G. All Administrative leave requests should be approved by the department head or City Administrator at least ten days in advance of the date to be taken, although the department head retains discretion to approve the use of Administrative Leave in special circumstances.
- H. The City Administrator or his/her designee may grant additional administrative leave upon commencement of employment in order to attract highly qualified and experienced executive and management level staff.

Section 3. OVERTIME

- A. It shall be the duty of all department heads to operate their respective departments with a minimum amount of overtime. If the best interests of the City require that an employee work beyond the forty (40) hours of work scheduled, such employee shall be compensated as set forth hereinafter.
- B. The department head may reschedule the workweek of employees in positions not exempt from the FLSA to allow credit for productive hours actually worked on one day (excluding lunch periods) towards the regular paid workweek schedule. For example, if an employee works twelve (12) hours on one day (based on a ten (10) hour day), the entire twelve hours will be recorded on the time card as paid worked time. In this example, the department may schedule the employee to work only eight (8) hours on one of the other scheduled workdays in the workweek, as long as the employee's hours for the workweek do not fall below the minimum paid work hours schedule.

- C. All overtime requests must have prior written authorization of the respective department head or designee prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable.
- D. Except as may be provided in specific memoranda of understanding, employees will be paid overtime at time and a half (1.5) of their regular hourly rate for all eligible hours worked in excess of forty (40) hours in a single workweek.
- E. Holidays (regular, in-lieu), vacation time, sick leave, compensatory time, paid jury duty leave, and bereavement leave shall count as time worked for the purposes of computing overtime. Unpaid jury leave, disciplinary suspensions, and administrative leave shall not count as time worked for the purpose of computing overtime.
- F. In the event a part-time or temporary employee is required to work beyond his/her assigned working hours, compensation shall be at the normal hourly rate up to forty (40) hours per workweek. For hours worked beyond forty (40) in a workweek, such employee shall be compensated at the rate of one and one-half of (1.5) said employee's hourly rate.
- G. If an employee works on his/her regular day off, the employee will receive paid compensation or receive compensatory time, at the employee's discretion. With a mutual agreement between an employee and his/her supervisor, an employee's regular day off may be rescheduled to another day off in the same pay period.
- H. An employee is expected to begin work no more than five (5) minutes prior to the beginning of his or her scheduled start time, and to stop work no later than five (5) minutes after the end of his or her scheduled ending time. An employee who wishes to begin or end work at a different time must obtain written approval from his or her department head prior to working the different or additional time.
- I. Straight time and overtime will be compensated in six (6) minute segments of time.
- J. While overtime should be attempted to be distributed equally amongst all employees in a given classification, the department head retains discretion to assign such overtime.
- K. The City Administrator, department heads and those management employees designated by the City Administrator as exempt under the provisions of the Fair Labor Standards Act (FLSA) shall not be subject to the provisions of this section relating to overtime, but shall work such hours as may be necessary for the effective operation of their respective departments.
- L. Please refer to Human Resources Policy, Salary Plan Administration II-3.

Section 4. COMPENSATORY TIME

- A. All regular full-time employees may request to accrue compensatory time in lieu of cash payment for overtime worked. The total compensatory time accrued is calculated by multiplying the number of hours of overtime worked by the applicable overtime rate (1, 1.5 or 2), and is subject to the approval of the department head.
- B. Compensatory time may be accumulated up to a maximum of eighty (80) hours. It is at the employee's option whether to receive overtime compensation or compensatory time accruals up to the 80-hour limit.
- C. Compensatory time shall be taken in 6-minute increments. Scheduling of compensatory time requires prior approval and must be preceded by a ten (10) day notice of intended use from the employee. Management may waive the ten (10) day notice in cases of emergency.
- D. Employees who have reached the 80-hour limit shall receive overtime compensation. There are no cash payouts of compensatory time once an employee has elected compensatory accrual.

Section 5. COURT TIME

- A. The required presence in a court of law of any employee subpoenaed to testify in a matter arising within the course and scope of his/her City employment shall be compensated in accordance with the below provisions.
- B. For each day that the presence of the employee is required in a court of law in response to an order or subpoena in relation to an incident or event arising out of the course and scope of employment with the City, the employee shall be given a paid leave of absence.
- C. For each day an employee is required in a court of law in response to an order or subpoena in relation to an incident or event arising out of the course and scope of employment with the City that is outside of the employee's regularly scheduled work shift, the employee shall be given a paid leave of absence.
- D. An employee who needs to appear in court on any other matter not arising out of the course and scope of employment with the City shall be expected to use their accrued paid leave to make such appearance, or unpaid leave if no leave is available.

Section 6. VACATION

- A. Except as provided for in respective memoranda of understanding, every full time employee who has been in the continuous employment of the City shall receive annual vacation leave as set forth in below:

Mid-Management and Confidential Staff:

<u>Continuous Years of Service</u>	<u>Vacation Hours Earned</u>	<u>Bi-Weekly Accrual</u>
1 st year thru 4 th year	80	3.08
5 th year thru 9 th year	100	3.85
10 th year thru 14 th year	120	4.62
15 th year thru 24 th year	160	6.16
25 th year and more	190	7.31

Executive and Management Staff: Include the City Administrator, City Attorney, City Clerk, City Treasurer and the heads of all Departments as listed in the City Code or City Charter and their respective Deputies and Assistant Directors.

<u>Continuous Years of Service</u>	<u>Vacation Hours Earned</u>	<u>Bi-Weekly Accrual</u>
1 st year thru 4 th year	120	4.62
5 th year thru 10 th year	150	5.77
10 th year thru 15 th year	170	6.54
15 th year thru 25 th year	185	7.12
25 th year and more	190	7.31

- B. Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining accrual of vacation leave.
- C. Mid-Management and Confidential staff shall be allowed to accumulate and carry over to the next calendar year a maximum number of hours equal to the number of hours the employee accrued during the immediately preceding year. In or about February of each year, employees shall be compensated for unused accrued vacation benefit in excess of the allowed accumulated amount referenced herein.
- D. Executive and Management staff shall be allowed to accumulate up to a maximum accrual cap of 480 hours. Upon reaching the 480-hour maximum accrual cap, the employee shall stop accruing vacation leave benefit until such time he/she brings the vacation accrual below the 480-hour maximum accrual.

- E. Vacation leave shall be scheduled with the approval of the City Administrator or department head or his or her designee by submitting a Leave Request Form in writing, within ten (10) business days before the beginning of the vacation. Vacation leave requests for extended times (3 weeks or more), unless an unforeseen emergency exists, shall be submitted at least thirty (30) days in advance of the beginning of the vacation.
- F. Vacations shall be approved subject to the needs of the department. The employee's seniority and wishes will be factors that are considered during the scheduling process.
- G. Vacation leave requests shall not be in excess of such leave actually earned at the time it is requested or in excess of the regular scheduled workweek.
- H. No vacation leave shall be accumulated by employees while they are on an unpaid leave of absence.
- I. Vacation may be taken prior to the completion of the employee's probationary period under special circumstances and with the approval of the department head.
- J. In the event one or more City holidays fall within a vacation period, such holidays shall not be charged as vacation leave.
- K. Upon separation from City employment, compensation shall be paid for vacation leave that has been earned but not taken.
- L. Vacation leave shall be requested in fifteen (15) minute increments.
- M. The department head retains discretion to cancel previously authorized vacation in the case of an emergency.
- N. The City Administrator or his /her designee may grant additional leave upon commencement of employment in order to attract highly qualified and experienced executive and management level staff.

Section 7. SICK LEAVE

- A. All full-time employees shall accrue up to 80 hours of sick leave per calendar year, at a rate of 3.08 of sick leave hours per pay period.
- B. In accordance with the Healthy Workplaces, Healthy Families Act of 2014, beginning July 1, 2015, all part-time and temporary employees (excluding CalPERS retired annuitants) working for 30 or more days within a year shall be entitled to accrue paid sick days at the rate of one (1) hour per every 30 hours worked and shall be eligible to use accrued sick leave after satisfying a 90-day employment period

- C. Employees shall only receive sick leave accrual while they are in a paid status.
- D. The City shall allow annual carry-over of sick leave hours for full-time employees up to a maximum accrual cap of 960 hours and 48 hours for eligible part-time/temporary employees. This bank of carry-over sick leave would provide a cushion for long-term illnesses and injuries.
- E. Any sick leave hours exceeding 960 hours (full-time) or 48 Hours (part-time will be compensated for in or about February of each year at 50% of the employee's hourly rate.
- F. Temporary employees are not eligible for cash-out of accrued sick leave hours.
- G. All employees who are rehired with a break in service of less than one year are entitled to have previously unpaid accrued and unused paid sick days reinstated.
- H. Sick leave shall be allowed on account of actual illness, for the diagnosis, care, or treatment of an existing health condition or preventative care for an employee or an employee's family member (including to care for a parent-in-law, grandparent, grandchild, or a sibling, in addition to child, parent, spouse or registered domestic partner). Sick leave shall also be allowed for an employee for certain purposes related to being a victim of domestic violence, sexual assault, or stalking. Preventive health care shall include medical and dental appointments (if such appointments cannot be arranged other than during working hours) and injury not arising out of and in the course of employment. Sick leave shall be used in increments of fifteen (15) minutes and shall not be taken in excess of time earned at the time it is taken.
- I. Foreseeable sick leave requires advance notification, while unforeseeable sick leave requires notice as soon as practicable. If sick leave on account of any of the above illnesses exceeds two (2) consecutive working days, the employee, prior to return to work, shall submit a statement of such disability illness or injury from the employee or family member's physician. The statement shall certify the physical condition of the employee/employee's family member that prevented the employee from performing the duties of said employee's position during the period of absence. The department head or designee, in accordance with departmental procedure, shall approve all sick leaves. Notwithstanding the above, the City may require verification of sick leave use whenever it has reason to believe there is misuse, abuse or a pattern of abuse.
- J. Abuse of sick leave, and excessive leave, may constitute grounds for disciplinary action. Abuse of sick leave includes, but is not limited to, not adhering to sick leave policies, using sick leave for purposes not enumerated in this policy, and falsifying or misstating facts when using sick leave. A pattern of sick leave usage on Mondays, Thursdays, and immediately before and after holidays and/or vacations

may be evidence of sick leave abuse. A violation of this policy will result in corrective action including counseling and/or disciplinary action, and/or a mandatory referral to the City's Employee Assistance Program (EAP). This determination of abuse does not apply to an employee's use of sick leave under an approved family, medical, and/or pregnancy disability leave in accordance with state and federal laws.

- K. If in the opinion of the department head it appears that an employee may be establishing a pattern of abuse of sick leave or frequent or excessive absences, a statement establishing the need for sick leave from the employee's physician may be required as a condition of approved sick leave.
- L. Employees may use accrued compensatory or vacation leave for extended sick leave absence because of a prolonged and continuing illness and/or medical treatment after sick leave has been exhausted.
- M. Employees are required to use accumulated sick leave concurrently with absences on account of a work related injury arising out of and in the course of his/her employment. In cases where the injury suffered is covered by Workers Compensation Insurance, accumulated sick leave must be used concurrently to make up the difference between Workers Compensation Insurance allowance and full base pay. Please refer to Personnel Policy, Family and Medical Leave Policy.
- N. If an employee resigns from the City with 20 years or more of continuous service, he/she will be compensated for all unused sick leave hours in his/her sick leave bank at the time of separation at 50% of his/her then current regular hourly rate of pay.
- O. If an employee retires from the City with 15 or more years of continuous service, but fewer than 20 years, he/she will be compensated for all unused sick leave hours in his/her sick leave bank at the time of separation at 50% of his/her then current regular hourly rate of pay. If an employee retires from the City with 20 or more years of continuous service, he/she will be compensated for all unused sick leave hours in his/her sick leave bank at the time of separation at 100% of his/her then current regular hourly rate of pay.
- P. If a temporary employee resigns or the temporary assignment has ended, he/she shall not be eligible for compensation of unused sick leave hours in his/her sick leave bank at the time of separation.

Section 8. FAMILY SICK LEAVE (KIN CARE)

Employees may use in any calendar year, up to one-half of employee's annual, accrued and available sick leave to attend to the illness of a child, parent, spouse, domestic partner, sibling, parent-in-law, grandchild, or grandparent. In the case of joint custody of a child, illness of the child occurring at the other custodial parent's house may also qualify. All family sick leave shall be approved by the department head.

Section 9: BEREAVEMENT LEAVE

- A. Permanent full-time employees, regardless of period of service, may in the event of death or if death appears imminent, of any "immediate family member" as defined below, including the equivalent relatives of a registered domestic partner, be allowed up to the equivalent of four (4) work days (total hours may vary depending on work schedule) of bereavement leave without loss of salary.

Relative	All Regular Employees
Spouse	4 work days
Child	4 work days
Registered Domestic Partner	4 work days
Step-Child	4 work days
Parent	4 work days
Step-Parent	4 work days
Mother-in-law	4 work days
Father-in-law	4 work days
Grandchild	4 work days
Step-Grandchild	4 work days
Grandparent	4 work days
Grandparent-in-law	4 work days
Brother	4 work days
Sister	4 work days
Step-Sister	4 work days
Step-Brother	4 work days
Daughter-in-law	4 work days
Son-in-law	4 work days
Brother-in-law*	4 work days
Sister-in-law*	4 work days

**Brother-in-law and sister-in-law are defined as the spouse of the employee's sibling or the sibling of the employee's spouse.*

- B. Bereavement leave is paid over a maximum of seven (7) workdays and is paid in thirty-minute increments. The bereavement leave begins on the first regularly scheduled workday as requested by the employee. If the employee learns of the

death while at work, he or she is entitled to leave work immediately; this partial day leave will not be counted towards the bereavement leave.

- C. Bereavement leave must be authorized by the Department head and must be utilized within fifteen (15) days of employee learning of the death, or of the date of foreseen imminent death of the immediate family member, unless special circumstances require that the leave begin at a later date. Such requests to the Department head shall be made within 15 days of the employee learning of the death or of the date of foreseen imminent death and shall not be unreasonably denied.
- D. Representatives may be authorized by the Department head to attend with pay the funeral of a co-worker in said department on behalf of the City if the funeral of the deceased co-worker occurs during working hours; provided the funeral is held within a reasonable distance of City limits.

Section 10: JURY DUTY

- A. All regular full-time employees summoned to serve on jury duty shall be provided "Jury Duty Pay" and there shall be no loss of compensation. An employee will be compensated up to two weeks (equivalent to eight (8) days based on City Hall schedule Monday through Thursday) at full pay for jury duty. The employee must provide notice of the expected jury duty to his or her supervisor as soon as possible, but in no case later than 14 calendar days before the expected start date of the jury duty.
- B. An employee on call for jury duty is expected to report to work. An employee who is called in for jury duty does not have to report to work before or after appearing in court. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the court.
- C. Except as herein provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation. Jury duty performed on an employee's regular day off shall not be compensated by the City and the employee shall be entitled only to the jury's compensation for duty performed on such employee's regular day off. Employees assigned to jury duty on a City authorized holiday will be considered to have taken such a holiday and will receive regular holiday pay, but the employee shall be entitled to the jury compensation for duty performed on such holiday.

Section 11: AUTOMOBILE ALLOWANCE AND REIMBURSEMENT FOR EXPENSES

- A. Any employee who is required to use said employee's personal automobile in the course of employment with the City shall be reimbursed for each mile actually

traveled on official business in accordance with the per mile reimbursement rate allowed by the Internal Revenue Service in effect at the time of such travel.

- B. Any employee who is required to travel in the performance of his or her duties or to attend an authorized meeting or conference which is of benefit to the City shall be reimbursed for reasonable expenses incurred for transportation, meals, lodging and incidentals. Automobile allowance and reimbursement for expenses shall be recommended by the department head or designee and approved by the City Administrator pursuant to the provisions of the City of Vernon Travel and Meeting Expense Reimbursement Administrative Policy. No allowance shall be made for transportation between the employee's home and the place where such person is normally employed by the City.
- C. The City Administrator shall have the option to receive a monthly automobile allowance of \$600 or shall be provided a City Vehicle and Fuel. Executive and Management Staff consisting of the Director of each City Department and their respective Deputy Director or Assistant Director shall be eligible to receive a \$400 monthly automobile allowance or be provided a City Vehicle and Fuel as determined by the City Administrator.
- D. Employees who occupy the following classifications shall receive a monthly automobile allowance or be provided the use of a City Vehicle and Fuel as set forth below.

Classification	Amount
City Attorney (non-contract)	\$400.00
Environmental Health Program Administrator	\$400.00
Assistant General Manager of Public Utilities	City Vehicle & Fuel
Utilities Operations Manager	City Vehicle & Fuel
Utilities Engineering Manager	City Vehicle & Fuel
Police Admin. Lieutenant	City Vehicle & Fuel
Police Canine Officer #1	City Vehicle & Fuel
Police Canine Officer #2	City Vehicle & Fuel
Police Captain	City Vehicle & Fuel
Police Lieutenant	City Vehicle & Fuel
Police Motor Officer #1	City Vehicle & Fuel
Police Motor Officer #2	City Vehicle & Fuel
Police Sergeant on Detective Duty	City Vehicle & Fuel

- E. Wherever an automobile allowance is made to any employee for the use of their personal automobile, such allowance shall not be payable whenever the employee is on vacation, leave of absence, or otherwise absent the entire calendar month, unless otherwise specified by the City Administrator.

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

Section 12: HEALTH INSURANCE

- A. The City offers various medical plans to employees under a Section 125 Cafeteria plan (non-cash out). The City reserves the right to select, administer, or fund any fringe benefit program involving insurance that now exist or may exist in the future. The City will adhere to the cafeteria plan requirements in accordance with IRS Section 125 regulations.
- B. The City shall contribute for each full-time employee up to the maximum amounts as set forth below per pay period, toward the cost of his/her medical plan as outlined in Subsection A through C below. In the event an employee does not exhaust nor exceed his/her monthly medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of dental, vision, supplemental or ancillary plans offered through the City and approved by the Director of Human Resources.
 - a. Effective July 1, 2016, employees shall receive a cafeteria plan contribution equal to the total premium costs of the Employee Only, Employee + Spouse, Employee + Child(ren), or Employee + Family Low Medical HMO, lowest cost Dental DMO, and lowest cost vision Plan that corresponds with the employees' benefit selection or \$1,120, whichever is greater. The allotment amounts will vary based on the premium costs that go into effect on January 1st of each calendar year.
 - b. Employees that elect a health plan higher than the Low HMO medical, dental and/or vision, will be responsible for any applicable, excess premium costs; however, if employees opt out of dental and/or vision coverage, they may use the allotments for those respective coverages toward excess medical premiums.
 - c. Employees who elect the PPO/HSA coverage shall receive an equal benefit to that described above, less \$3,000 on an annual basis, which would instead be deposited to their HSA account.
- C. City Council members are entitled to the same medical benefits offered to the management and confidential employees. The City shall not pay or reimburse any medical-related health, vision, or dental costs not covered by the City's insurance program or Medicare for City Council members or their eligible dependents or spouses.

- D. The City shall not provide or reimburse the City Council members or their dependents or spouses for expenses incurred relating to a PERS long-term health care benefit.

Section 13. DENTAL INSURANCE

The City of Vernon provides a dental insurance plan to full-time employees. In the event an employee does not exceed his/her monthly employer medical allowance, the employee shall be allowed to apply any unused portion toward the purchase of dental insurance for himself/herself and eligible dependents (spouse, registered domestic partners and qualified dependents). The cost of any plan selected by the employee that exceeds his/her monthly employer medical allowance shall be paid by the employee through a pre-tax payroll deduction.

Section 14. VISION INSURANCE

The City of Vernon provides a vision care plan to full-time employees. All premiums for vision coverage at each tier of coverage are to be deducted from the total monthly City contribution for Medical, Dental, and vision coverage. In the event an employee does not exceed their monthly employer medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for vision care.

Section 15. LIFE INSURANCE

The City provides life insurance up to \$20,000 in coverage to full-time employees. The City shall pay 100% of the cost of such plan for employees. The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee.

Section 16. DEFERRED COMPENSATION PLAN

Employees are eligible to participate in the City's Deferred Compensation Program.

Section 17. CALIFORNIA PUBLIC EMPLOYEE RETIREMENT SYSTEM (CALPERS) CONTRIBUTION

The City advises that it makes no representation to employees as to whether any of the compensation or payments in this document are subject to CalPERS service credit or pensionable income. Any determination by CalPERS to not fully credit the compensation and/or service time provided under this document is not a proper basis on which to pursue any claim or action against the City related to any determination made by CalPERS in connection with this document.

MISCELLANEOUS EMPLOYEES

- A. The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides full-time employees hired before January 1, 2013 with 2.7% at 55 PERS retirement benefit plan.

As a result of the recent passage of AB 340, Public Employee Pension Reform Act (PEPRA), new CalPERS members hired on or after January 1, 2013 who meet the definition of new member under PEPRA, shall be provided a 2.0% at 62 PERS retirement benefit plan.

- B. Employees shall be responsible for paying 100% of their PERS employee's contributions.
- C. Effective the first pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of nine percent (9%).

Effective the first pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

- D. The City provides additional supplemental retirement benefits to full-time employees under CalPERS as follows:
- a. Gov't Code Section: 20042 – (Classic Members Only) One Year Final Compensation

New employees hired on or after January 1, 2013 who meet the definition of new member under PEPRA shall receive 3 Year Average Final Compensation

- b. Gov't Code Section: 21024 - Military Service Credit as Public Service
 - c. Gov't Code Section: 21624, 21626, 21628 – Post Retirement Survivor Allowance
 - d. Gov't Code Section: 21548 – Pre-Retirement Option 2W Death Benefit
 - d. Gov't Code Section: 21573 – Third Level of 1959 Survivor Benefits
- E. The payment to CalPERS made by the City on behalf of the affected employee shall not be considered as base salary but shall be considered an employer contribution pursuant to Section 414(h)(2) of the Internal Revenue Code.

SAFETY EMPLOYEES

- A. The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides full-time safety employees hired before January 1, 2013 with 3.0% at 50 PERS retirement benefit plan.

As a result of the recent passage of AB 340, Public Employee Pension Reform Act (PEPRA), new CalPERS safety members hired on or after January 1, 2013 who meet the definition of new member under PEPRA, shall be provided a 2.7% at 57 PERS retirement benefit plan.

- B. Employees shall be responsible for paying their PERS nine percent (9%) employee's contributions.
- C. Effective the first pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).
- Effective the first pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

Effective the first pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of twelve percent (12%).

- D. The City provides additional supplemental retirement benefits to full-time employees under CalPERS as follows:
- a. Gov’t Code Section: 20042 – (Classic Members Only) One Year Final Compensation

New employees hired on or after January 1, 2013 who meet the definition of new member under PEPRA shall receive 3 Year Average Final Compensation
 - b. Gov’t Code Section: 20124 - Military Service Credit as Public Service
 - c. Gov’t Code 21574 – 4th Level 1959 Survivor Benefit (Fire members only)
 - d. Gov’t Code Section: 21571 – Basic Level of 1959 Survivor Benefit (Police members only)
 - e. Gov’t Code Section: 21624, 21626, 21628 – Post Retirement Survivor Allowance
 - f. Gov’t Code Section: 21548 - Pre-Retirement Option 2W Death Benefit (Fire members only)
 - g. Gov’t Code Section 20965 – Credit for Unused Sick Leave
- E. The payment to CalPERS made by the City on behalf of the affected employee shall not be considered as base salary but shall be considered an employer contribution pursuant to Section 414(h)(2) of the Internal Revenue Code.

Section 18. RETIREE MEDICAL - NON-SAFETY EMPLOYEES

- A. The City will pay up to the amount equivalent to the then current, lowest cost, HMO insurance premium for the City’s medical and/or dental insurance premium(s) for the employee and their eligible spouse for all full-time employees designated as Executive who retire at age 55 or later with at least twenty (20) years of eligible service. Eligible retirees may opt not to enroll in the City’s medical and/or dental insurance coverage and instead receive a monthly reimbursement up to the then-current lowest cost City-offered medical HMO and/or dental HMO insurance premium for the employee and eligible spouse.

Once an eligible retiree opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll. Once an eligible retiree who has opted out reaches Medi-care eligibility, the retiree shall receive a monthly reimbursement to the then-current cost of supplemental coverage. Eligible service shall include cumulative employment in the public sector at other public agencies.

- B. The City will pay up to the amount equivalent to the then current, lowest cost, employee only HMO insurance premium for the City's medical and/or dental insurance premium(s) for all full-time employees designated as Management, Mid-Management and Confidential who retire at age 60 or later with at least twenty (20) years of continuous uninterrupted service. Eligible retirees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement up to the then-current lowest cost City-offered Employee-only medical HMO and/or dental HMO insurance premium. Once an eligible retiree opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll. Once an eligible retiree who has opted out reaches Medi-care eligibility, the retiree shall receive a monthly reimbursement to the then-current cost of supplemental coverage.
- C. Eligible retirees will be permitted to enroll in a higher-cost plan and pay the amount in excess of the HMO equivalent.
- D. All full-time regular employees with at least thirty (30) years of continuous uninterrupted service who retire before the age of sixty (60) years will be permitted to pay their medical and/or dental insurance premiums, and, upon reaching the age of sixty (60), the City will pay up to the amount equivalent to the then current lowest cost, employee only HMO medical and/or dental insurance premium(s).
- E. All full-time regular employees, who retire with a minimum of ten (10) years of continuous uninterrupted service with the City, may pay the premium(s) for medical and/or dental insurance.
- F. Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining eligibility for retiree medical benefits.
- G. All retiree medical and/or dental insurance benefits provided pursuant to subsections A, B, and C above, shall be for retired employees only and shall not include their spouses or other dependents.
- H. All retired employees who receive medical and/or dental insurance benefits pursuant to subsections A, B, or C above and who reach the age of sixty-five (65), are required to be enrolled in Medicare, and shall show proof of such enrollment, where upon the City's insurance policy will become supplemental

coverage, if applicable.

- I. Should the retired employee fail to pay any premiums due for the cost of the insurance premium for the City's medical-dental insurance program for any two (2) consecutive months, or should the coverage otherwise lapse for any reason other than City's non-payment, then the City's obligation to make further payment under the retiree medical benefits program shall automatically terminate and cease, without the need for further notice.
- J. The City's obligation to make any payment under the retiree medical benefits program shall automatically terminate and cease upon the death of the retired employee.
- K. The offer of the retiree medical benefits is not a vested right for future years.
- L. City Council members are entitled to the same retiree medical benefits offered to all full-time regular employees as identified under the citywide resolution for retiree medical benefits in effect at the time Council members retire.

Section 19. LONGEVITY PROGRAM

A. LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED ON OR BEFORE JUNE 30, 1994.

The City has established a longevity program for all employees. The longevity program described herein will apply to all employees, except Department Heads and employees covered in a collective bargaining agreement, employed on or before June 30, 1994.

a. Five (5) Years of Service.

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

b. Ten (10) Years of Service.

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

c. Fifteen (15) Years of Service.

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

d. Twenty (20) Years of Service.

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

e. Compensation Not Cumulative.

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

B. LONGEVITY PROGRAM FOR EMPLOYEES ON OR AFTER JULY 1, 1994 AND ON OR BEFORE DECEMBER 31, 2013.

The longevity program described in Section B herein will apply to all employees, except Department Heads and employees covered in a collective bargaining agreement, employed on or after July 1, 1994.

a. Five (5) Years of Service.

All eligible employees who are employed on or after July 1, 1994 and on or before December 31, 2013, who attain five (5) years of consecutive uninterrupted service shall receive an additional five percent (5%) per month of their base salary. Such employees upon reaching their 5th anniversary date shall be entitled to receive said five percent (5%) per month upon said anniversary date. Further, such employees will not be entitled to receive any additional percentage increase to their base salary for further service. This subsection shall only apply to employees hired on or after July 1, 1994 and on or before December 31, 2013.

Section 20. BILINGUAL PAY

A program is hereby established for all employees whose regular and essential job duties as described in their job description provide for interaction with the public on a regular basis, allowing said employee to be compensated for bilingual skills after the employee demonstrates proficiency in speaking Spanish (the ability to read and write in Spanish may also be tested, if necessary), which proficiency would be determined by successful completion of a proficiency test as determined by the Director of Human Resources. Those employees who successfully demonstrate this skill would be eligible to receive an additional Two Hundred Seventy-Five Dollars (\$275) per month for bilingual pay.

Section 21. UNIFORM ALLOWANCE

- A. If an employee's job classification requires him/her to wear a uniform while on duty, as designated by the City or employee's Department, the City will provide and launder such uniform.
- B. For the Administrative Secretary and Police Records Manager that works in the Police Department, the City will provide the initial set of uniforms to the employees. The newly hired employee will receive: two (2) class A uniforms; two (2) class B uniforms; two (2) polo shirts and one (1) jacket or sweater. On all subsequent anniversary dates the City will provide an annual uniform purchase and maintenance allowance of \$600.00. The employee's uniforms shall meet the applicable regulations for his/her job classification pursuant to City/Departmental policies.
- C. The monetary value of uniforms shall be reported to CalPERS in accordance with CCR 571(a) and as defined by GC 7522.04(f)

Section 22. STAND-BY POLICY

The purpose of the Stand-by Policy is to have employees on stand-by to respond to major incidents and emergencies during non-working hours which require immediate attention to availability of qualified individuals with expertise in operating, maintaining, restoring and repairing the City's technology systems.

- A. It is presently anticipated that the need for stand-by is for one (1) Information Technology staff, with the understanding that actual stand-by staffing, if any, remains at the discretion of the department head.
- B. The Stand-by Policy does not apply to FLSA exempt managers and Executive staff.
- C. Stand-by duty requires that an employee be accessible, available, and physically able to report to work. The employee must possess a City issued mobile phone device that remains available for immediate contact. The employee must be ready, willing, and able to respond to an emergency or incident or request for assistance based on a pre-arranged schedule. Employees on stand-by must respond to the mobile phone call immediately and be able to respond to the City within one (1) hour of being called upon. The department head or designee will determine if an employee is qualified to perform stand-by duties. The stand by duty period shall be defined by the Department Head.
- D. Employees on "stand-by" shall receive two (2) hours of regular straight time compensation for each date that the employee is assigned to be on stand-by. Stand-by time is not counted as hours worked for purposes of overtime calculation

as employees are not restricted in their activities and may engage in non-work related personal activities. On City-recognized Holidays where City Hall is closed, employees on stand-by will be compensated four (4) hours of straight time compensation.

- E. An employee assigned to stand-by who is not available to report will be subject to appropriate disciplinary action, unless the employee provides sufficient notice to their immediate supervisor of their incapacity to respond prior to the call back so that appropriate arrangements can be made for stand-by coverage.
- F. When an employee on “stand-by” is called back to the City, he/she shall be entitled to “stand-by” pay. Call back duty does not occur when an employee is held over from his/her prior shift, or is working planned overtime. An employee called back to duty shall be paid a minimum of four (4) hours of pay at the applicable overtime rate. Time begins when the call back request is received and ends when the employee returns home. If work is performed remotely, the employee shall receive hour for hour compensation at the applicable overtime rate.
- G. The employee will at times remain able to immediately respond to any emergencies.
- H. Each employee on stand-by duty is accountable to all of the rules and regulations of the City.
- I. In the event of a call back, the employee will wear his/her City uniform, if applicable.

Section 23. PER DIEM:

Per Diem is intended as a reimbursement to temporary/interim employees recruited from outside the Los Angeles County area when working in a temporary or interim assignment due to a critical staffing shortage to cover expenses relating to lodging/housing, travel, meals, and incidentals. The rate is set at \$125.00 for each day the employee physically reports to work at the City of Vernon. The eligibility to receive this per diem must be pre-approved and is at the discretion of the City Administrator.

Section 24. COMPENSATION FOR CLASSIFICATIONS DESIGNATED AS EXECUTIVE, MANGEMENT, MID-MANAGEMENT, CONFIDENTIAL, UNCLASSIFIED, AND ELECTED OFFICIALS:

EXECUTIVE

There shall be no Cost of Living Salary Adjustments (COLA) for classifications designated as Executive for the fiscal year July 1, 2022 through June 30, 2023.

Effective the first full pay period in July, 2023, the salary ranges for classifications designated as Executive shall be increased by 2.5%

Effective the first full pay period in July, 2024, the salary ranges for classifications designated as Executive shall be increased by 2.5%.

MANAGEMENT & MID-MANAGEMENT

Effective in July, 2022, employees who occupy classifications designated as Management and Mid-Management shall receive a one-time lump sum Off Salary Schedule payment equivalent to 3% of their annual base salary. This one-time Off Salary Schedule Payment is given in lieu of any Cost of Living Adjustment or general salary increase.

Effective the first full pay period in July, 2023, the salary ranges for classifications designated as Management and Mid-Management shall be increased by 3%.

Effective the first full pay period in July, 2024, the salary ranges for classifications designated as Management and Mid-Management shall be increased by 3%.

CONFIDENTIAL, UNCLASSIFIED, AND ELECTED OFFICIALS

Effective the first full pay period in July, 2022, the salary ranges for classifications designated as Confidential, Unclassified, and Elected Officials shall be increased by 3%.

Effective the first full pay period in July, 2023, the salary ranges for classifications designated as Confidential, Unclassified, and Elected Officials shall be increased by 3%.

Effective the first full pay period in July, 2024, the salary ranges for the classifications designated as Confidential, Unclassified, and Elected Officials shall be increased by 3%.



City of Vernon

CITYWIDE FRINGE BENEFITS POLICY

Adopted ~~June 1, 2021~~ July 19, 2022

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INTRODUCTION

The Citywide Fringe Benefits Policy shall apply to all employees and officers of the City of Vernon. Exceptions, additions, and/or limitations to this basic policy may be found in respective Memoranda of Understanding or employment contracts. The existence of these policies shall not create or imply any employment contract or vested right of employees.

For those employees covered in respective memoranda of understanding (MOU), the provisions set forth in the applicable MOU shall prevail in the event that there is any conflict between provisions established in this Resolution and any provisions established in the respective MOU.

The provisions set forth in this Policy or as amended from time to time shall be effective upon City Council adoption, unless a specific effective date is stated therein.

FRINGE BENEFITS

Section 1. HOLIDAYS

- A. Authorized holidays are as set forth in Table 1, attached hereto and incorporated herein by reference. Municipal offices shall be closed on such holidays.
- B. The dates for observation of holidays shall be approved by the City Council.
- C. If an authorized holiday falls on a Sunday, the following Monday shall be treated as the holiday. Holidays falling on a Friday, or Saturday, shall not be granted as an authorized holiday to employees.
- D. An employee whose regular shift assignment falls on an authorized holiday and who is required to work on that day shall be paid at his/her regular hourly rate of pay for the holiday, plus his/her regular hourly rate including any applicable overtime pay for the actual hours he/she was required to work on the authorized holiday.
- E. Temporary and part-time employees are not eligible for paid holidays.
- G. All full-time employees may use vacation time or compensatory time for a religious holiday (not listed herein as an authorized holiday) with the prior approval of the department head. If there is insufficient accumulated time, the employee may request the time as unpaid leave of absence.

TABLE 1 - HOLIDAY

HOLIDAY
January 1 st - New Year's Day
3 rd Monday in January - Martin Luther King Jr. Day
3 rd Monday in February - Presidents Day
March 31 st - Cesar Chavez Day
Last Monday in May – Memorial Day
July 4 th – Independence Day
1 st Monday in September – Labor Day
2 nd Monday in October – Columbus Day <u>Indigenous Peoples' Day</u>
November 11 th – Veterans Day
4 th Thursday in November - Thanksgiving Day
December 24 th – Christmas Eve
December 25 th – Christmas Day
December 31 st – New Year's Eve
And other days as such designated by City Council.

Section 2. ADMINISTRATIVE LEAVE

- A. **Executive and Management** - Includes City Administrator, City Attorney, City Clerk, City Treasurer and the heads of all Departments as listed in the City Code or City Charter and their respective Deputies and Assistant Directors shall receive, effective January 1 of each calendar year, 80 hours of Administrative leave.
- B. The 80 hours may not be carried over into the succeeding calendar year and is lost and not eligible for cash payout if not used by December 31 of each calendar year.
- C. Executive and Management staff hired, promoted, or reclassified on or after April 1 of each calendar year shall be eligible to receive pro-rated administrative leave hours during the year of hire as identified below:

Hired, Promoted, or Reclassified on or Between	Administrative Leave
January 1 – March 31	80 hours
April 1 – June 30	60 hours
July 1 – Sept. 30	40 hours
Oct 1 – Dec. 31	20 hours

- D. **Mid-Management** – Staff who are designated as exempt in accordance with the Fair Labor Standards Act (FLSA) shall receive, effective January 1 of each calendar year, 60 hours of Administrative leave.
- E. The 60 hours may not be carried over into the succeeding calendar year and is lost and not eligible for cash payout if not used by December 31 of each calendar year.
- F. Mid-Management FLSA exempt staff hired, promoted, or reclassified on or after April 1 of each calendar year shall be eligible to receive pro-rated administrative leave hours during the year of hire as identified below:

Hired, Promoted, or Reclassified on or Between	Administrative Leave
January 1 – March 31	60 hours
April 1 – June 30	45 hours
July 1 – Sept. 30	30 hours
Oct 1 – Dec. 31	15 hours

- G. All Administrative leave requests should be approved by the department head or City Administrator at least ten days in advance of the date to be taken, although the department head retains discretion to approve the use of Administrative Leave in special circumstances.
- H. The City Administrator or his/her designee may grant additional administrative leave upon commencement of employment in order to attract highly qualified and experienced executive and management level staff.

Section 3. OVERTIME

- A. It shall be the duty of all department heads to operate their respective departments with a minimum amount of overtime. If the best interests of the City require that an employee work beyond the forty (40) hours of work scheduled, such employee shall be compensated as set forth hereinafter.
- B. The department head may reschedule the workweek of employees in positions not exempt from the FLSA to allow credit for productive hours actually worked on one day (excluding lunch periods) towards the regular paid workweek schedule. For example, if an employee works twelve (12) hours on one day (based on a ten (10) hour day), the entire twelve hours will be recorded on the time card as paid worked time. In this example, the department may schedule the employee to work only eight (8) hours on one of the other scheduled workdays in the workweek, as long as the employee's hours for the workweek do not fall below the minimum paid work hours schedule.

- C. All overtime requests must have prior written authorization of the respective department head or designee prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable.
- D. Except as may be provided in specific memoranda of understanding, employees will be paid overtime at time and a half (1.5) of their regular hourly rate for all eligible hours worked in excess of forty (40) hours in a single workweek.
- E. Holidays (regular, in-lieu), vacation time, sick leave, compensatory time, paid jury duty leave, and bereavement leave shall count as time worked for the purposes of computing overtime. Unpaid jury leave, disciplinary suspensions, and administrative leave shall not count as time worked for the purpose of computing overtime.
- F. In the event a part-time or temporary employee is required to work beyond his/her assigned working hours, compensation shall be at the normal hourly rate up to forty (40) hours per workweek. For hours worked beyond forty (40) in a workweek, such employee shall be compensated at the rate of one and one-half of (1.5) said employee's hourly rate.
- G. If an employee works on his/her regular day off, the employee will receive paid compensation or receive compensatory time, at the employee's discretion. With a mutual agreement between an employee and his/her supervisor, an employee's regular day off may be rescheduled to another day off in the same pay period.
- H. An employee is expected to begin work no more than five (5) minutes prior to the beginning of his or her scheduled start time, and to stop work no later than five (5) minutes after the end of his or her scheduled ending time. An employee who wishes to begin or end work at a different time must obtain written approval from his or her department head prior to working the different or additional time.
- I. Straight time and overtime will be compensated in six (6) minute segments of time.
- J. While overtime should be attempted to be distributed equally amongst all employees in a given classification, the department head retains discretion to assign such overtime.
- K. The City Administrator, department heads and those management employees designated by the City Administrator as exempt under the provisions of the Fair Labor Standards Act (FLSA) shall not be subject to the provisions of this section relating to overtime, but shall work such hours as may be necessary for the effective operation of their respective departments.
- L. Please refer to Human Resources Policy, Salary Plan Administration II-3.

Section 4. COMPENSATORY TIME

- A. All regular full-time employees may request to accrue compensatory time in lieu of cash payment for overtime worked. The total compensatory time accrued is calculated by multiplying the number of hours of overtime worked by the applicable overtime rate (1, 1.5 or 2), and is subject to the approval of the department head.
- B. Compensatory time may be accumulated up to a maximum of eighty (80) hours. It is at the employee's option whether to receive overtime compensation or compensatory time accruals up to the 80-hour limit.
- C. Compensatory time shall be taken in 6-minute increments. Scheduling of compensatory time requires prior approval and must be preceded by a ten (10) day notice of intended use from the employee. Management may waive the ten (10) day notice in cases of emergency.
- D. Employees who have reached the 80-hour limit shall receive overtime compensation. There are no cash payouts of compensatory time once an employee has elected compensatory accrual.

Section 5. COURT TIME

- A. The required presence in a court of law of any employee subpoenaed to testify in a matter arising within the course and scope of his/her City employment shall be compensated in accordance with the below provisions.
- B. For each day that the presence of the employee is required in a court of law in response to an order or subpoena in relation to an incident or event arising out of the course and scope of employment with the City, the employee shall be given a paid leave of absence.
- C. For each day an employee is required in a court of law in response to an order or subpoena in relation to an incident or event arising out of the course and scope of employment with the City that is outside of the employee's regularly scheduled work shift, the employee shall be given a paid leave of absence.
- D. An employee who needs to appear in court on any other matter not arising out of the course and scope of employment with the City shall be expected to use their accrued paid leave to make such appearance, or unpaid leave if no leave is available.

Section 6. VACATION

- A. Except as provided for in respective memoranda of understanding, every full time employee who has been in the continuous employment of the City shall receive annual vacation leave as set forth in below:

Mid-Management and Confidential Staff:

<u>Continuous Years of Service</u>	<u>Vacation Hours Earned</u>	<u>Bi-Weekly Accrual</u>
1 st year thru 4 th year	80	3.08
5 th year thru 9 th year	100	3.85
10 th year thru 14 th year	120	4.62
15 th year thru 24 th year	160	6.16
25 th year and more	190	7.31

Executive and Management Staff: Include the City Administrator, City Attorney, City Clerk, City Treasurer and the heads of all Departments as listed in the City Code or City Charter and their respective Deputies and Assistant Directors.

<u>Continuous Years of Service</u>	<u>Vacation Hours Earned</u>	<u>Bi-Weekly Accrual</u>
1 st year thru 4 th year	120	4.62
5 th year thru 10 th year	150	5.77
10 th year thru 15 th year	170	6.54
15 th year thru 25 th year	185	7.12
25 th year and more	190	7.31

- B. Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining accrual of vacation leave.

- B.C. Mid-Management and Confidential staff shall be allowed to accumulate and carry over to the next calendar year a maximum number of hours equal to the number of hours the employee accrued during the immediately preceding year. In or about February of each year, employees shall be compensated for unused accrued vacation benefit in excess of the allowed accumulated amount referenced herein.

- C.D. Executive and Management staff shall be allowed to accumulate up to a maximum accrual cap of 480 hours. Upon reaching the 480-hour maximum accrual cap, the employee shall stop accruing vacation leave benefit until such time he/she brings the vacation accrual below the 480-hour maximum accrual.

- ~~D.E.~~ Vacation leave shall be scheduled with the approval of the City Administrator or department head or his or her designee by submitting a Leave Request Form in writing, within ten (10) business days before the beginning of the vacation. Vacation leave requests for extended times (3 weeks or more), unless an unforeseen emergency exists, shall be submitted at least thirty (30) days in advance of the beginning of the vacation.
- ~~E.F.~~ Vacations shall be approved subject to the needs of the department. The employee's seniority and wishes will be factors that are considered during the scheduling process.
- ~~F.G.~~ Vacation leave requests shall not be in excess of such leave actually earned at the time it is requested or in excess of the regular scheduled workweek.
- ~~G.H.~~ No vacation leave shall be accumulated by employees while they are on an unpaid leave of absence.
- ~~H.I.~~ Vacation may be taken prior to the completion of the employee's probationary period under special circumstances and with the approval of the department head.
- ~~I.J.~~ In the event one or more City holidays fall within a vacation period, such holidays shall not be charged as vacation leave.
- ~~J.K.~~ Upon separation from City employment, compensation shall be paid for vacation leave that has been earned but not taken.
- ~~K.L.~~ Vacation leave shall be requested in fifteen (15) minute increments.
- ~~L.M.~~ The department head retains discretion to cancel previously authorized vacation in the case of an emergency.
- ~~M.N.~~ The City Administrator or his /her designee may grant additional leave upon commencement of employment in order to attract highly qualified and experienced executive and management level staff.

Section 7. SICK LEAVE

- A. All full-time employees shall accrue up to 80 hours of sick leave per calendar year, at a rate of 3.08 of sick leave hours per pay period.
- B. In accordance with the Healthy Workplaces, Healthy Families Act of 2014, beginning July 1, 2015, all part-time and temporary employees (excluding CalPERS retired annuitants) working for 30 or more days within a year shall be entitled to accrue paid sick days at the rate of one (1) hour per every 30 hours worked and shall be eligible to use accrued sick leave after satisfying a 90-day employment period

- C. Employees shall only receive sick leave accrual while they are in a paid status.
- D. The City shall allow annual carry-over of sick leave hours for full-time employees up to a maximum accrual cap of 960 hours and 48 hours for eligible part-time/temporary employees. This bank of carry-over sick leave would provide a cushion for long-term illnesses and injuries.
- E. Any sick leave hours exceeding 960 hours (full-time) or 48 Hours (part-time will be compensated for in or about February of each year at 50% of the employee's hourly rate.
- F. Temporary employees are not eligible for cash-out of accrued sick leave hours.
- G. All employees who are rehired with a break in service of less than one year are entitled to have previously unpaid accrued and unused paid sick days reinstated.
- H. Sick leave shall be allowed on account of actual illness, for the diagnosis, care, or treatment of an existing health condition or preventative care for an employee or an employee's family member (including to care for a parent-in-law, grandparent, grandchild, or a sibling, in addition to child, parent, spouse or registered domestic partner). Sick leave shall also be allowed for an employee for certain purposes related to being a victim of domestic violence, sexual assault, or stalking. Preventive health care shall include medical and dental appointments (if such appointments cannot be arranged other than during working hours) and injury not arising out of and in the course of employment. Sick leave shall be used in increments of fifteen (15) minutes and shall not be taken in excess of time earned at the time it is taken.
- I. Foreseeable sick leave requires advance notification, while unforeseeable sick leave requires notice as soon as practicable. If sick leave on account of any of the above illnesses exceeds two (2) consecutive working days, the employee, prior to return to work, shall submit a statement of such disability illness or injury from the employee or family member's physician. The statement shall certify the physical condition of the employee/employee's family member that prevented the employee from performing the duties of said employee's position during the period of absence. The department head or designee, in accordance with departmental procedure, shall approve all sick leaves. Notwithstanding the above, the City may require verification of sick leave use whenever it has reason to believe there is misuse, abuse or a pattern of abuse.
- J. Abuse of sick leave, and excessive leave, may constitute grounds for disciplinary action. Abuse of sick leave includes, but is not limited to, not adhering to sick leave policies, using sick leave for purposes not enumerated in this policy, and falsifying or misstating facts when using sick leave. A pattern of sick leave usage on Mondays, Thursdays, and immediately before and after holidays and/or vacations

may be evidence of sick leave abuse. A violation of this policy will result in corrective action including counseling and/or disciplinary action, and/or a mandatory referral to the City's Employee Assistance Program (EAP). This determination of abuse does not apply to an employee's use of sick leave under an approved family, medical, and/or pregnancy disability leave in accordance with state and federal laws.

- K. If in the opinion of the department head it appears that an employee may be establishing a pattern of abuse of sick leave or frequent or excessive absences, a statement establishing the need for sick leave from the employee's physician may be required as a condition of approved sick leave.
- L. Employees may use accrued compensatory or vacation leave for extended sick leave absence because of a prolonged and continuing illness and/or medical treatment after sick leave has been exhausted.
- M. Employees are required to use accumulated sick leave concurrently with absences on account of a work related injury arising out of and in the course of his/her employment. In cases where the injury suffered is covered by Workers Compensation Insurance, accumulated sick leave must be used concurrently to make up the difference between Workers Compensation Insurance allowance and full base pay. Please refer to Personnel Policy, Family and Medical Leave Policy.
- N. If an employee resigns from the City with 20 years or more of continuous service, he/she will be compensated for all unused sick leave hours in his/her sick leave bank at the time of separation at 50% of his/her then current regular hourly rate of pay.
- O. If an employee retires from the City with 15 or more years of continuous service, but fewer than 20 years, he/she will be compensated for all unused sick leave hours in his/her sick leave bank at the time of separation at 50% of his/her then current regular hourly rate of pay. If an employee retires from the City with 20 or more years of continuous service, he/she will be compensated for all unused sick leave hours in his/her sick leave bank at the time of separation at 100% of his/her then current regular hourly rate of pay.
- P. If a temporary employee resigns or the temporary assignment has ended, he/she shall not be eligible for compensation of unused sick leave hours in his/her sick leave bank at the time of separation.

Section 8. FAMILY SICK LEAVE (KIN CARE)

Employees may use in any calendar year, up to one-half of employee's annual, accrued and available sick leave to attend to the illness of a child, parent, spouse, domestic partner, sibling, parent-in-law, grandchild, or grandparent. In the case of joint custody of a child, illness of the child occurring at the other custodial parent's house may also qualify. All family sick leave shall be approved by the department head.

~~In any calendar year, employees may use the employee's accrued and available sick leave entitlement, in an amount not more than the sick leave that would be accrued during six months at the employee's then current rate of entitlement, for qualifying family illness as follows: Sick leave for family illnesses will be allowed only for the sickness of the spouse of, or the children of, or mother or father of, the employee living within the same household. In the case of joint custody of a child, illness of the child occurring at the other custodial parent's house may also qualify. The department head shall approve all family sick leaves and a statement establishing the need for sick leave from a physician may be required as a condition of payment while on such leave.~~

Section 9: BEREAVEMENT LEAVE

- A. Permanent full-time employees, regardless of period of service, may in the event of death or if death appears imminent, of any "immediate family member" as defined below, including the equivalent relatives of a registered domestic partner, be allowed up to the equivalent of four (4) work days (total hours may vary depending on work schedule) of bereavement leave without loss of salary.

Relative	All Regular Employees
Spouse	4 work days
Child	4 work days
Registered Domestic Partner	4 work days
Step-Child	4 work days
Parent	4 work days
Step-Parent	4 work days
Mother-in-law	4 work days
Father-in-law	4 work days
Grandchild	4 work days
Step-Grandchild	4 work days
Grandparent	4 work days
Grandparent-in-law	4 work days
Brother	4 work days
Sister	4 work days
Step-Sister	4 work days
Step-Brother	4 work days
Daughter-in-law	4 work days
Son-in-law	4 work days

Brother-in-law*	4 work days
Sister-in-law*	4 work days

**Brother-in-law and sister-in-law are defined as the spouse of the employee's sibling or the sibling of the employee's spouse.*

- B. Bereavement leave is paid over a maximum of seven (7) workdays and is paid in thirty-minute increments. The bereavement leave begins on the first regularly scheduled workday as requested by the employee. If the employee learns of the death while at work, he or she is entitled to leave work immediately; this partial day leave will not be counted towards the bereavement leave.
- C. Bereavement leave must be authorized by the Department head and must be utilized within fifteen (15) days of employee learning of the death, or of the date of foreseen imminent death of the immediate family member, unless special circumstances require that the leave begin at a later date. Such requests to the Department head shall be made within 15 days of the employee learning of the death or of the date of foreseen imminent death and shall not be unreasonably denied.
- D. Representatives may be authorized by the Department head to attend with pay the funeral of a co-worker in said department on behalf of the City if the funeral of the deceased co-worker occurs during working hours; provided the funeral is held within a reasonable distance of City limits.

Section 10: JURY DUTY

- A. All regular full-time employees summoned to serve on jury duty shall be provided "Jury Duty Pay" and there shall be no loss of compensation. An employee will be compensated up to two weeks (equivalent to eight (8) days based on City Hall schedule Monday through Thursday) at full pay for jury duty. The employee must provide notice of the expected jury duty to his or her supervisor as soon as possible, but in no case later than 14 calendar days before the expected start date of the jury duty.
- B. An employee on call for jury duty is expected to report to work. An employee who is called in for jury duty does not have to report to work before or after appearing in court. All employees shall obtain verification of the hours of jury duty performed using verification forms as may be supplied by the court.
- C. Except as herein provided, employees shall remit to the City any compensation received for those days while on jury duty and shall receive regular pay for the time served. Employees shall be reimbursed by the City for the mileage portion of the jury duty compensation. Jury duty performed on an employee's regular day off shall not be compensated by the City and the employee shall be entitled only to the jury's compensation for duty performed on such employee's regular day off. Employees assigned to jury duty on a City authorized holiday will be considered to have taken such a holiday and will receive regular holiday pay, but the employee

shall be entitled to the jury compensation for duty performed on such holiday.

Section 11: AUTOMOBILE ALLOWANCE AND REIMBURSEMENT FOR EXPENSES

- A. Any employee who is required to use said employee's personal automobile in the course of employment with the City shall be reimbursed for each mile actually traveled on official business in accordance with the per mile reimbursement rate allowed by the Internal Revenue Service in effect at the time of such travel.
- B. Any employee who is required to travel in the performance of his or her duties or to attend an authorized meeting or conference which is of benefit to the City shall be reimbursed for reasonable expenses incurred for transportation, meals, lodging and incidentals. Automobile allowance and reimbursement for expenses shall be recommended by the department head or designee and approved by the City Administrator pursuant to the provisions of the City of Vernon Travel and Meeting Expense Reimbursement Administrative Policy. No allowance shall be made for transportation between the employee's home and the place where such person is normally employed by the City.
- C. The City Administrator shall have the option to receive a monthly automobile allowance of \$600 or shall be provided a City Vehicle and Fuel. Executive and Management Staff consisting of the Director of each City Department and their respective Deputy Director or Assistant Director shall be eligible to receive a \$400 monthly automobile allowance or be provided a City Vehicle and Fuel as determined by the City Administrator.
- D. Employees who occupy the following classifications shall receive a monthly automobile allowance or be provided the use of a City Vehicle and Fuel as set forth below.

Classification	Amount
City Attorney (non-contract)	\$400.00
Environmental Health Program Administrator	\$400.00
Assistant General Manager of Public Utilities	City Vehicle & Fuel
Utilities Operations Manager	City Vehicle & Fuel
Utilities Engineering Manager	City Vehicle & Fuel
Police Admin. Lieutenant	City Vehicle & Fuel
Police Canine Officer #1	City Vehicle & Fuel
Police Canine Officer #2	City Vehicle & Fuel
Police Captain	City Vehicle & Fuel
Police Lieutenant	City Vehicle & Fuel

Police Motor Officer #1	City Vehicle & Fuel
Police Motor Officer #2	City Vehicle & Fuel
Police Sergeant on Detective Duty	City Vehicle & Fuel

- E. Wherever an automobile allowance is made to any employee for the use of their personal automobile, such allowance shall not be payable whenever the employee is on vacation, leave of absence, or otherwise absent the entire calendar month, unless otherwise specified by the City Administrator.
- F. The City shall not be responsible for repairs or any additional costs for upkeep, fuel, lubrication, replacement in whole or in part, or other expenses in connection with any such vehicle beyond the respective amounts set forth above.

Section 12: HEALTH INSURANCE

- ~~A.~~ A. The City offers various medical plans to employees under a Section 125 Cafeteria plan (non-cash out). The City reserves the right to select, administer, or fund any fringe benefit program involving insurance that now exist or may exist in the future. The City will adhere to the cafeteria plan requirements in accordance with IRS Section 125 regulations.
- B. The City shall contribute for each full-time employee up to the maximum amounts as set forth below per pay period, toward the cost of his/her medical plan as outlined in Subsection A through C below. In the event an employee does not exhaust nor exceed his/her monthly medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of dental, vision, supplemental or ancillary plans offered through the City and approved by the Director of Human Resources.
 - a. Effective July 1, 2016, employees shall receive a cafeteria plan contribution equal to the total premium costs of the Employee Only, Employee + Spouse, Employee + Child(ren), or Employee + Family Low Medical HMO, lowest cost Dental DMO, and lowest cost vision Plan that corresponds with the employees' benefit selection or \$1,120, whichever is greater. The allotment amounts will vary based on the premium costs that go into effect on January 1st of each calendar year.
 - b. Employees that elect a health plan higher than the Low HMO medical, dental and/or vision, will be responsible for any applicable, excess premium costs; however, if employees opt out of dental and/or vision coverage, they may use the allotments for those respective coverages toward excess medical premiums.

- c. Employees who elect the PPO/HSA coverage shall receive an equal benefit to that described above, less \$3,000 on an annual basis, which would instead be deposited to their HSA account.
- C. City Council members are entitled to the same medical benefits offered to the management and confidential employees. The City shall not pay or reimburse any medical-related health, vision, or dental costs not covered by the City's insurance program or Medicare for City Council members or their eligible dependents or spouses.
- D. The City shall not provide or reimburse the City Council members or their dependents or spouses for expenses incurred relating to a PERS long-term health care benefit.

Section 13. DENTAL INSURANCE

The City of Vernon provides a dental insurance plan to full-time employees. In the event an employee does not exceed his/her monthly employer medical allowance, the employee shall be allowed to apply any unused portion toward the purchase of dental insurance for himself/herself and eligible dependents (spouse, registered domestic partners and qualified dependents). The cost of any plan selected by the employee that exceeds his/her monthly employer medical allowance shall be paid by the employee through a pre-tax payroll deduction.

Section 14. VISION INSURANCE

The City of Vernon provides a vision care plan to full-time employees. All premiums for vision coverage at each tier of coverage are to be deducted from the total monthly City contribution for Medical, Dental, and vision coverage. In the event an employee does not exceed their monthly employer medical allowance, the employee shall be allowed to apply any unused portion towards the purchase of additional provided coverage for vision care.

Section 15. LIFE INSURANCE

The City provides life insurance up to \$20,000 in coverage to full-time employees. The City shall pay 100% of the cost of such plan for employees. The City's agreement to pay full or partial costs of said premiums shall not create or ripen into a vested right for said employee.

Section 16. DEFERRED COMPENSATION PLAN

Employees are eligible to participate in the City's Deferred Compensation Program.

Section 17. CALIFORNIA PUBLIC EMPLOYEE RETIREMENT SYSTEM (CALPERS) CONTRIBUTION

The City advises that it makes no representation to employees as to whether any of the compensation or payments in this document are subject to CalPERS service credit or pensionable income. Any determination by CalPERS to not fully credit the compensation and/or service time provided under this document is not a proper basis on which to pursue any claim or action against the City related to any determination made by CalPERS in connection with this document.

MISCELLANEOUS EMPLOYEES

- A. The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides full-time employees hired before January 1, 2013 with 2.7% at 55 PERS retirement benefit plan.

As a result of the recent passage of AB 340, Public Employee Pension Reform Act (PEPRA), new CalPERS members hired on or after January 1, 2013 who meet the definition of new member under PEPRA, shall be provided a 2.0% at 62 PERS retirement benefit plan.

- B. Employees shall be responsible for paying 100% of their PERS employee's contributions.
- C. Effective the first pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of nine percent (9%).

Effective the first pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

- D. The City provides additional supplemental retirement benefits to full-time employees under CalPERS as follows:
- a. Gov't Code Section: 20042 – (Classic Members Only) One Year Final Compensation

New employees hired on or after January 1, 2013 who meet the definition of new member under PEPRA shall receive 3 Year Average Final Compensation

- b. Gov't Code Section: 21024 - Military Service Credit as Public Service
 - c. Gov't Code Section: 21624, 21626, 21628 – Post Retirement Survivor Allowance
 - d. Gov't Code Section: 21548 – Pre-Retirement Option 2W Death Benefit
 - d. Gov't Code Section: 21573 – Third Level of 1959 Survivor Benefits
- E. The payment to CalPERS made by the City on behalf of the affected employee shall not be considered as base salary but shall be considered an employer contribution pursuant to Section 414(h)(2) of the Internal Revenue Code.

SAFETY EMPLOYEES

- A. The City shall maintain its contract with the California Employees Public Retirement System (PERS) that provides full-time safety employees hired before January 1, 2013 with 3.0% at 50 PERS retirement benefit plan.

As a result of the recent passage of AB 340, Public Employee Pension Reform Act (PEPRA), new CalPERS safety members hired on or after January 1, 2013 who meet the definition of new member under PEPRA, shall be provided a 2.7% at 57 PERS retirement benefit plan.

- B. Employees shall be responsible for paying their PERS nine percent (9%) employee's contributions.
- C. Effective the first pay period in July 2019, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of ten percent (10%).

Effective the first pay period in July 2020, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as "classic" employees and enrolled in the "classic" retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of eleven percent (11%).

Effective the first pay period in July 2021, in accordance with Government Code Section 20516(f) pursuant to a cost-sharing arrangement, all employees designated as “classic” employees and enrolled in the “classic” retirement benefit formula shall share the cost of the employer CalPERS contribution by paying an additional 1% of CalPERS reportable compensation for a total contribution of twelve percent (12%).

- D. The City provides additional supplemental retirement benefits to full-time employees under CalPERS as follows:
- a. Gov’t Code Section: 20042 – (Classic Members Only) One Year Final Compensation

New employees hired on or after January 1, 2013 who meet the definition of new member under PEPPRA shall receive 3 Year Average Final Compensation
 - b. Gov’t Code Section: 20124 - Military Service Credit as Public Service
 - c. Gov’t Code 21574 – 4th Level 1959 Survivor Benefit (Fire members only)
 - d. Gov’t Code Section: 21571 – Basic Level of 1959 Survivor Benefit (Police members only)
 - e. Gov’t Code Section: 21624, 21626, 21628 – Post Retirement Survivor Allowance
 - f. Gov’t Code Section: 21548 - Pre-Retirement Option 2W Death Benefit (Fire members only)
 - g. Gov’t Code Section 20965 – Credit for Unused Sick Leave
- E. The payment to CalPERS made by the City on behalf of the affected employee shall not be considered as base salary but shall be considered an employer contribution pursuant to Section 414(h)(2) of the Internal Revenue Code.

Section 18. RETIREE MEDICAL - NON-SAFETY EMPLOYEES

- A. The City will pay up to the amount equivalent to the then current, lowest cost, ~~employee only~~ HMO insurance premium for the City's medical and/or dental insurance premium(s) for the employee and their eligible spouse for all full-time employees designated as Executive, ~~Management, Mid-Management and Confidential~~ who retire at age 60-55 or later with at least twenty (20) years of eligible continuous uninterrupted service. Eligible retirees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement up to the then-current lowest cost City-offered

Employee-only medical HMO and/or dental HMO insurance premium for the employee and eligible spouse. Once an eligible retiree opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll. Once an eligible retiree who has opted out reaches Medi-care eligibility, the retiree shall receive a monthly reimbursement to the then-current cost of supplemental coverage. Eligible service shall include cumulative employment in the public sector at other public agencies.

A.B. The City will pay up to the amount equivalent to the then current, lowest cost, employee only HMO insurance premium for the City's medical and/or dental insurance premium(s) for all full-time employees designated as Management, Mid-Management and Confidential who retire at age 60 or later with at least twenty (20) years of continuous uninterrupted service. Eligible retirees may opt not to enroll in the City's medical and/or dental insurance coverage and instead receive a monthly reimbursement up to the then-current lowest cost City-offered Employee-only medical HMO and/or dental HMO insurance premium. Once an eligible retiree opts not to enroll in the City's medical and/or dental insurance, he or she will not be allowed to re-enroll. Once an eligible retiree who has opted out reaches Medi-care eligibility, the retiree shall receive a monthly reimbursement to the then-current cost of supplemental coverage.

B.C. Eligible retirees will be permitted to enroll in a higher-cost plan and pay the amount in excess of the HMO equivalent.

C.D. All full-time regular employees with at least thirty (30) years of continuous uninterrupted service who retire before the age of sixty (60) years will be permitted to pay their medical and/or dental insurance premiums, and, upon reaching the age of sixty (60), the City will pay up to the amount equivalent to the then current lowest cost, employee only HMO medical and/or dental insurance premium(s).

E. All full-time regular employees, who retire with a minimum of ten (10) years of continuous uninterrupted service with the City, may pay the premium(s) for medical and/or dental insurance.

D.F. Current active employees as of July 1, 2022, who have had a previous break in service with the City shall receive credit for any previous full-time City of Vernon service for the purpose of determining eligibility for retiree medical benefits.

E.G. All retiree medical and/or dental insurance benefits provided pursuant to subsections A, B, and C above, shall be for retired employees only and shall not include their spouses or other dependents.

F.H. All retired employees who receive medical and/or dental insurance benefits pursuant to subsections A, B, or C above and who reach the age of sixty-five (65), are required to be enrolled in Medicare, and shall show proof of such

enrollment, where upon the City's insurance policy will become supplemental coverage, if applicable.

~~G.I.~~ Should the retired employee fail to pay any premiums due for the cost of the insurance premium for the City's medical-dental insurance program for any two (2) consecutive months, or should the coverage otherwise lapse for any reason other than City's non-payment, then the City's obligation to make further payment under the retiree medical benefits program shall automatically terminate and cease, without the need for further notice.

~~H.J.~~ The City's obligation to make any payment under the retiree medical benefits program shall automatically terminate and cease upon the death of the retired employee.

~~I.K.~~ The offer of the retiree medical benefits is not a vested right for future years.

~~J.L.~~ City Council members are entitled to the same retiree medical benefits offered to all full-time regular employees as identified under the citywide resolution for retiree medical benefits in effect at the time Council members retire.

Section 19. LONGEVITY PROGRAM

A. LONGEVITY PROGRAM FOR EMPLOYEES EMPLOYED ON OR BEFORE JUNE 30, 1994.

The City has established a longevity program for all employees. The longevity program described herein will apply to all employees, except Department Heads and employees covered in a collective bargaining agreement, employed on or before June 30, 1994.

a. Five (5) Years of Service.

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

b. Ten (10) Years of Service.

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

c. Fifteen (15) Years of Service.

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

d. Twenty (20) Years of Service.

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

e. Compensation Not Cumulative.

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

B. LONGEVITY PROGRAM FOR EMPLOYEES ON OR AFTER JULY 1, 1994 AND ON OR BEFORE DECEMBER 31, 2013.

The longevity program described in Section B herein will apply to all employees, except Department Heads and employees covered in a collective bargaining agreement, employed on or after July 1, 1994.

a. Five (5) Years of Service.

All eligible employees who are employed on or after July 1, 1994 and on or before December 31, 2013, who attain five (5) years of consecutive uninterrupted service shall receive an additional five percent (5%) per month of their base salary. Such employees upon reaching their 5th anniversary date shall be entitled to receive said five percent (5%) per month upon said anniversary date. Further, such employees will not be entitled to receive any additional percentage increase to their base salary for further service. This subsection shall only apply to employees hired on or after July 1, 1994 and on or before December 31, 2013.

Section 20. BILINGUAL PAY

A program is hereby established for all employees whose regular and essential job duties as described in their job description provide for interaction with the public on a regular basis, allowing said employee to be compensated for bilingual skills after the employee demonstrates proficiency in speaking Spanish (the ability to read and write in Spanish may also be tested, if necessary), which proficiency would be determined by successful completion of a proficiency test as determined by the Director of Human Resources. Those employees who successfully demonstrate this skill would be eligible to receive an

additional ~~Two Hundred Seventy-Five Dollars (\$275)~~ ~~One Hundred Twenty-Five Dollars (\$125.00)~~ per month for bilingual pay.

Section 21. UNIFORM ALLOWANCE

- A. If an employee's job classification requires him/her to wear a uniform while on duty, as designated by the City or employee's Department, the City will provide and launder such uniform.
- B. For the Administrative Secretary and Police Records Manager that works in the Police Department, the City will provide the initial set of uniforms to the employees. The newly hired employee will receive: two (2) class A uniforms; two (2) class B uniforms; two (2) polo shirts and one (1) jacket or sweater. On all subsequent anniversary dates the City will provide an annual uniform purchase and maintenance allowance of \$600.00. The employee's uniforms shall meet the applicable regulations for his/her job classification pursuant to City/Departmental policies.
- C. The monetary value of uniforms shall be reported to CalPERS in accordance with CCR 571(a) and as defined by GC 7522.04(f)

Section 22. STAND-BY POLICY

The purpose of the Stand-by Policy is to have employees on stand-by to respond to major incidents and emergencies during non-working hours which require immediate attention to availability of qualified individuals with expertise in operating, maintaining, restoring and repairing the City's technology systems.

- A. It is presently anticipated that the need for stand-by is for one (1) Information Technology staff, with the understanding that actual stand-by staffing, if any, remains at the discretion of the department head.
- B. The Stand-by Policy does not apply to FLSA exempt managers and Executive staff.
- C. Stand-by duty requires that an employee be accessible, available, and physically able to report to work. The employee must possess a City issued mobile phone device that remains available for immediate contact. The employee must be ready, willing, and able to respond to an emergency or incident or request for assistance based on a pre-arranged schedule. Employees on stand-by must respond to the mobile phone call immediately and be able to respond to the City within one (1) hour of being called upon. The department head or designee will determine if an employee is qualified to perform stand-by duties. The stand by duty period shall be defined by the Department Head.

- D. Employees on “stand-by” shall receive two (2) hours of regular straight time compensation for each date that the employee is assigned to be on stand-by. Stand-by time is not counted as hours worked for purposes of overtime calculation as employees are not restricted in their activities and may engage in non-work related personal activities. On City-recognized Holidays where City Hall is closed, employees on stand-by will be compensated four (4) hours of straight time compensation.
- E. An employee assigned to stand-by who is not available to report will be subject to appropriate disciplinary action, unless the employee provides sufficient notice to their immediate supervisor of their incapacity to respond prior to the call back so that appropriate arrangements can be made for stand-by coverage.
- F. When an employee on “stand-by” is called back to the City, he/she shall be entitled to “stand-by” pay. Call back duty does not occur when an employee is held over from his/her prior shift, or is working planned overtime. An employee called back to duty shall be paid a minimum of four (4) hours of pay at the applicable overtime rate. Time begins when the call back request is received and ends when the employee returns home. If work is performed remotely, the employee shall receive hour for hour compensation at the applicable overtime rate.
- G. The employee will at times remain able to immediately respond to any emergencies.
- H. Each employee on stand-by duty is accountable to all of the rules and regulations of the City.
- I. In the event of a call back, the employee will wear his/her City uniform, if applicable.

Section 23. PER DIEM:

Per Diem is intended as a reimbursement to temporary/interim employees recruited from outside the Los Angeles County area when working in a temporary or interim assignment due to a critical staffing shortage to cover expenses relating to lodging/housing, travel, meals, and incidentals. The rate is set at \$125.00 for each day the employee physically reports to work at the City of Vernon. The eligibility to receive this per diem must be pre-approved and is at the discretion of the City Administrator.

Section 24. COMPENSATION FOR CLASSIFICATIONS DESIGNATED AS EXECUTIVE, MANGEMENT, MID-MANAGEMENT, CONFIDENTIAL, UNCLASSIFIED, AND ELECTED OFFICIALS:

EXECUTIVE

There shall be no Cost of Living Salary Adjustments (COLA) for classifications designated as Executive for the fiscal year July 1, 2022 through June 30, 2023.

Effective the first full pay period in July, 2023, the salary ranges for classifications designated as Executive shall be increased by 2.5%

Effective the first full pay period in July, 2024, the salary ranges for classifications designated as Executive shall be increased by 2.5%.

MANAGEMENT & MID-MANAGEMENT

Effective in July, 2022, employees who occupy classifications designated as Management and Mid-Management shall receive a one-time lump sum Off Salary Schedule payment equivalent to 3% of their annual base salary. This one-time Off Salary Schedule Payment is given in lieu of any Cost of Living Adjustment or general salary increase.

Effective the first full pay period in July, 2023, the salary ranges for classifications designated as Management and Mid-Management shall be increased by 3%.

Effective the first full pay period in July, 2024, the salary ranges for classifications designated as Management and Mid-Management shall be increased by 3%.

CONFIDENTIAL, UNCLASSIFIED, AND ELECTED OFFICIALS

Effective the first full pay period in July, 2022, the salary ranges for classifications designated as Confidential, Unclassified, and Elected Officials shall be increased by 3%.

Effective the first full pay period in July, 2023, the salary ranges for classifications designated as Confidential, Unclassified, and Elected Officials shall be increased by 3%.

Effective the first full pay period in July, 2024, the salary ranges for the classifications designated as Confidential, Unclassified, and Elected Officials shall be increased by 3%.

City Council Agenda Item Report

Submitted by: Lisette Grizzelle
Submitting Department: Human Resources
Meeting Date: July 19, 2022

SUBJECT

Amendment to Classification and Compensation Plan

Recommendation:

- A. Approve new and revised job descriptions; and
- B. Adopt Resolution No. 2022-29 adopting the Classification and Compensation Plan in accordance with Government Code Section 20636(b)(1) and repealing Resolution Nos. 2021-16, 2021-27, 2021-37, 2021-42, 2021-44 and 2022-02.

Background:

The Human Resources Department is responsible for maintenance of the Citywide Classification and Compensation Plan (Plan) which consists of the various classification specifications (job descriptions) as well as the Compensation Schedules that list the classification titles and salaries for each classification which are attached to the Plan as Exhibits A through G.

UPDATED, REVISED, NEW, AND DELETED JOB DESCRIPTIONS

As part of the annual budget process, the Human Resources Department has worked in collaboration with various City Departments to update/revise/delete existing job descriptions and establish new classifications as appropriate. The updated/revised job descriptions as well as the establishment of new classifications is summarized as follows for each of the applicable City Departments.

Public Utilities Department

Approval of new, retitled, and revised job descriptions in the Public Utilities Department is recommended for the following classification titles: Civil Engineer - Public Utilities (new), Customer Service Manager (new), Electrical Test Technician, Lead (new), Gas Systems Specialist, Lead (new), Key Accounts Administrator (retitled/revise), Utilities Operations Supervisor (new), Utilities Strategic Planning Coordinator (new), Utility Program Administrator (retitled/revise), Water Maintenance Worker, Lead (revise), Utilities Administrative Analyst (deletion). The establishment of these new or revised classifications will provide essential and key services within the Public Utilities Department focusing on customer service and forward thinking utility program development and administration. Additionally, these classifications take into consideration succession planning in anticipation of planned retirements of existing staff. The establishment of these new and revised classifications does not ultimately add to the number of budgeted full-time positions in the Department and has been included in the adopted 2022-2023 Department Budget.

City Administration - Information Technology

Approval of the new job description of Information Technology Project Manager is

recommended. This position will assist with management of small to medium technology projects citywide and will provide lead work direction to Information Technology support staff as needed and in the absence of the Information Technology Manager. This new classification will replace one existing budgeted position within the Division.

AMENDED EXHIBITS A, B, C, D, E, AND G OF THE CLASSIFICATION AND COMPENSATION PLAN (COMPENSATION SCHEDULES)

With the approval of the new, retitled, revised, and deleted job descriptions above, approval of the associated salaries for these classifications is recommended as follows:

- Civil Engineer - Public Utilities (new), Exempt Mid-Management - Pay Grade 32 Monthly Salary Range (\$9,693 - \$11,782)
- Customer Service Manager (new), Exempt Mid-Management - Pay Grade 36 Monthly Salary Range (\$11,782 - \$14,321)
- Electrical Test Technician, Lead (new), Non-Exempt IBEW - Pay Grade 32 Monthly Salary Range (\$9,693 - \$11,782)
- Gas Systems Specialist, Lead (new), Non-Exempt IBEW - Pay Grade 32 Monthly Salary Range (\$9,693 - \$11,782)
- Information Technology Project Manager (new), Exempt Mid-Management - Pay Grade 32 Monthly Salary Range (\$9,693 - \$11,782)
- Key Accounts Administrator (retitled/revised), Exempt Mid-Management - Pay Grade 34 Monthly Salary Range (\$10,687 - \$12,990)
- Utilities Operations Supervisor (new), Exempt Mid-Management - Pay Grade 36 Monthly Salary Range (\$11,782 - \$14,321)
- Utilities Strategic Planning Coordinator (new), Non-Exempt Confidential - Pay Grade 30 Monthly Salary Range (\$9,056 - \$11,007)
- Utility Program Administrator (retitled/retitle), Exempt Mid-Management - Pay Grade 34 Monthly Salary Range (\$10,687 - \$12,990)
- Water Maintenance Worker, Lead (revised), Non-Exempt Teamsters - Pay Grade 24 Monthly Salary Range (\$6,758 - \$8,214)
- Utilities Administrative Analyst (deletion), Deleted from the Classification and Compensation Plan

The Exhibits of the Classification and Compensation Plan are also proposed to be amended to reflect the results of a Petition for Recognition filed by the International Brotherhood of Electrical Workers, Local 47 (IBEW) to be recognized as the official bargaining group for certain designated classifications which were established in December, 2021 as part of the City's acquisition of the Malburg Generation Station. The employee group designation for these classifications is changed from "U" (Unrepresented) to "I" (IBEW) and the classifications have been moved from Exhibit A to Exhibit C to be included with other IBEW represented classifications.

The Employee Group designation for the classification of Deputy City Clerk is recommended to reflect and align with the previously approved change in FLSA status as exempt from overtime. The change in designation from "Confidential" to "Mid-Management" will move this classification from Exhibit A to Exhibit D. This designation change is recommended to be effective retroactive to the date the position was filled, March 21, 2022.

Exhibit D of the Classification and Compensation Plan is being amended to change the FLSA

Overtime designation for the Civil Engineer classification in Public Works to change from "N" (Non-exempt) to "E" (Exempt), to correspond with the citywide mid-management employee group designations. The Civil Engineer position in Public Works is currently vacant.

Exhibit A of the Classification and Compensation Plan is being amended to revise the hourly salary rate for the classifications of Environmental Health Intern and Administrative Intern from \$15/hr. to \$18.50/hr. based on comparable market survey data findings.

Exhibit F of the Classification and Compensation Plan is designated for the Vernon Police Management Association, there are no changes at this time.

Lastly, Exhibits A, B, C, D, E, and G of the Classification and Compensation Plan are proposed to be amended to incorporate salary adjustments and Cost of Living Adjustments (COLA) included in the new memoranda of understanding between the City and the Teamsters, Local 911, and the Vernon Police Officers Benefit Association, as well as those approved through the revised Fringe Benefits Policy for Executives, Management, Mid-Management, Confidential, Unclassified, and Elected Officials.

Fiscal Impact:

The estimated fiscal impact associated from the proposed actions is as follows:

There is an approximate annual increase of \$121,524 (Salaries \$107,591 and Benefits \$13,933) associated with the approval of the various new/revised/deleted classifications in the Public Utilities Department. Sufficient funds to cover the proposed changes have been included in the adopted Public Utilities Department Salaries and Benefits accounts.

There is an approximate annual increase of \$7,242 (Salary \$6,412 and Benefits \$830) by creating the Information Technology Project Manager. This cost has been included in the Salary and Benefit accounts of the Information Technology Division budget for fiscal year 2022/2023.

There is no fiscal impact associated with the change in employee group designation from "U" to "I" for certain designated classifications now represented by IBEW.

There is no fiscal impact associated with the change in employee group designation from "C" to "MM" for the classification of Deputy City Clerk.

There is no fiscal impact associated with the change in FLSA overtime designation from "N" to "E" for the classification of Civil Engineer.

There is an approximate annual increase of \$10,653 (Hourly salaries \$10,500 and Benefits \$153). Sufficient funds to cover the proposed increase are available in the Health and Environmental Control and Human Resources Departments Hourly Salaries and Benefits accounts.

The related fiscal impacts for Cost of Living Adjustments are reflected on the staff reports for the corresponding bargaining groups, associations and unrepresented groups.

Attachments:

[1. New Job Descriptions](#)

2. Revised and Retitled Job Descriptions

3. Resolution No. 2022-29



JOB DESCRIPTION

Civil Engineer – Public Utilities

Date Prepared: June, 2022

Class Code: 7127

SUMMARY: Under limited supervision, manages, coordinates, and directs the implementation of capital improvement and related projects including planning, design, development and implementation of capital projects within specifications, timeframes, and budget limitations; directs and performs complex technical and engineering work related to the design, construction, and maintenance of projects or systems for utility facilities; may direct and review work of Engineering Aide and Assistant Civil Engineers – Public Utilities and work performed by professional engineering and hydrogeological consultants; and related work.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Serves as project manager and administers contracts; directs, prepares, and reviews contract documents and specifications, makes modifications and recommends alternatives as needed; develops project budget estimates and time requirements; negotiates contract terms; prepares agenda reports, staff reports and memos for contract award; oversees contractors and consultants; coordinates work with others; reviews and inspects work in progress to ensure project milestones are met and to verify compliance with standards and specifications; identifies, negotiates, and recommends contract Change Orders where appropriate; exercises cost control and monitors schedules; prepares and submits reports; identifies, investigates and resolves project-related issues affecting adjacent property owners, contractors and others to keep all construction activities on schedule.
- Directs and participates in complex technical engineering designs and drafting work; Designs and approves or directs the preparation of engineering plans, specifications, designs, and estimates for construction and maintenance projects and systems; stamps plans and specifications, obtains permits for operations; performs engineering calculations in connection with field and office assignments; investigates problems and recommends solutions; consults with contractors, engineering consultants, staff, developers and others on projects, engineering problems, engineering design, methods and standards; ensures safety requirements and standards and recommends procedures for compliance; performs systems analyses; conducts tests and studies and submits results and recommendations for planning; uses computer technology to plan and solve engineering problems.
- Performs highly specialized design, research, or analysis on a project-by-project basis; advises on code compliance; prepares and updates project schedules; prepares status reports; prepares work orders; performs economic feasibility studies; prepares requests for proposals/bids; evaluates proposals/bids; confers with other professional and technical staff; prepares comprehensive reports; coordinates projects with other departments, outside agencies, contractors, and consultants.

- Participates in the preparation of departmental and project budgets, estimating cash flow projections and providing cost justifications; monitors and ensures cost containment of projects within budget constraints; prepares specifications, bid packages and agenda reports and memos to purchase equipment; maintains administrative and engineering records.
- Reviews and approves development plans within the public right of way; reviews and approves utility easement documents for City Council's consideration, including surveyor legal descriptions and map exhibits.
- Researches and evaluates legislative and regulatory matters that may impact VPU and the City; develops strategies and responses to proposed legislation and regulatory issues; develops and facilitates responses and reports to the appropriate agencies and/or state officials.
- Supervises, assigns, reviews, and evaluates the work of subordinate staff; provides technical assistance regarding specifications, special conditions and compliance methods to contractors, engineers, developers, architects, and subordinates.
- Establishes and maintains effective working relationships with contractors, vendors, outside agencies, the public and City staff; meets with a variety of federal, state, regional, local, and private organizations to discuss projects, regulations, legislation, and other technical matters; represents the department at meetings; makes presentations.
- Gathers technical data required for planning a wide variety of engineering projects; prepares grant applications and funding applications for project funding from various governmental agencies and local agencies; evaluates programs and systems for performance and recommends appropriate solutions; provides technical expertise to others on major projects and programs.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines: Bachelor's Degree in Civil Engineering AND five years of experience in the engineering field. Master's degree in public administration, engineering, business, or related field desired.

Knowledge of:

- City policies and procedures.
- Federal, State and Local Water Codes and regulatory compliance of the water industry; federal, state, and local laws regarding construction design and maintenance including components of the California Environmental Quality Act (CEQA) and Occupational Safety and Health Administration (OSHA) standards.
- Principles and practices of civil engineering design and construction, engineering computations, methods, practices, and techniques used in design, surveying, construction, construction management and operations of water and natural gas facilities.
- Principles of project management, organizing, coordinating, and scheduling.
- Engineering and utility economics; budget processes and procedures.
- Customer service and public relations methods and practices.
- Principles and practices of record keeping and records management.

Skill in:

- Budget monitoring and cost control.
- Contract administration, project management, and evaluation.
- Interpreting and applying state and federal statutes, codes, rules, and regulations for water resources.
- Performing complex engineering computations to check, design, and supervise the preparation of engineering plans and studies.

- Working effectively with others to develop solutions for problems.
- Collecting and analyzing data, evaluating alternatives, and making appropriate recommendations.
- Reading, interpreting, and applying field notes to perform drafting assignments.
- Operating a personal computer utilizing standard and specialized software.
- Establishing and maintaining cooperative working relationships with coworkers, contractors, customers, other City personnel, and the public.
- Communicating effectively both verbally and in writing.

LICENSE AND CERTIFICATION REQUIREMENTS:

Registration as a Professional Engineer (license type Civil Engineer) in the state of California is required. A valid California State Driver's License is required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment, and in internal and external environments throughout the City, with possibility of exposure to hazardous materials.



JOB DESCRIPTION

Customer Service Manager

Date Prepared: May 2022

Class Code: 8507

SUMMARY: Under limited supervision, manages and provides oversight of the customer service functions for the Vernon Public Utilities Department (VPU); utility billing, lobby services to customers, oversight of customer service representatives, cashiering, electronic payments, banking, revenue record keeping and reporting, collections, and field services and meter reading, as assigned.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Manages all functions associated with a citywide call center that provides general information, manages new account set up, authorization, billing, account closure and general account assistance to all customers for electric, water, fiber, and natural gas.
- Develops new methods for notifying customers of utility service interruptions and outages; oversee the customer updating process.
- Assists with research and implementation for department-wide technology, such as advanced metering infrastructure (AMI), meter data management systems, phone call IVR systems, billing system upgrades and data migration.
- Ensures routine reports on electric, water, gas and fiber sales and associate revenue are timely and accurately produced and submitted.
- Plans and directs the customer service representatives, including field and metering services on meter shut-offs, reconnects and billing issues.
- Manages oversight of special billing, customer records, billing and revenue record keeping and customer payments by various methods.
- Ensures the timely and accurate transfer of revenue data to the department management and City's Finance Department.
- Performs accounting, finance, and budget functions and quantitative analysis of financial issues; serves as a technical resource to department staff on a variety of budgeting, accounting, and special fund issues.
- Researches and analyzes accounting and technical transactions to resolve questions and validate data; verifies fiscal accountability and fund integrity for VPU transactions; compiles data and generates reports.
- Reviews accounting files and records, and researches and resolves discrepancies; reviews financial and technical documents and assures the accuracy, timeliness and quality of Department financial activities.
- Coordinates preparation of Department budgets, and reviews and analyzes expenditures compared to budget; monitors and reviews project and program expenditures and revenue; reviews RFP/RFQ.
- Maintains financial records and associated filing systems; enters data into computer systems; verifies coding, processes transactions, updates accounts, compiles documentation, and generates reports; reviews and validates data; maintains additional accounting and technical transaction databases as needed.
- Reviews source documents for compliance to rules and regulations; determines proper handling of financial and technical transactions within designated limits.
- Processes requests for information, and attempts to resolve them by researching files and records; explains rules, policies, and procedures; coordinates solution of customer service issues with other department staff, and effectively communicates customer service issues.

- Performs technical research activities and special projects; may supervise clerical staff.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

Bachelor's Degree in Accounting, or related field; AND six years of customer service experience, including two years of administrative and supervisory experience in sales, field services, credit and collections and business retention, preferably for an electric and water utility.

Knowledge of:

- City policies and procedures.
- Accepted Accounting Principles for public sector financial administration.
- Customer service standards and protocols, and personnel practices for hiring, promotions, transfers, and disciplinary actions.
- Knowledge of electric and water billing measurements: cubic hundred feet, kilowatt hours.
- Experience with metering infrastructure, wireless networks, meter data management systems.
- Experience with energy management reporting protocols and pertinent local state and federal rules, regulations, and laws.
- Business computers and standard MS Office software applications.
- State and federal laws, statutes, rules, codes and regulation governing public utilities.
- Principles, practices and methods of effective supervision.

Skill in:

- Understanding and applying City accounting standards, policies, and procedures.
- Maintaining accurate and inter-related accounting records, and identifying and reconciling errors.
- Reviewing, correcting, and updating financial information, and generating summary reports.
- Performing mathematical calculations with skill and accuracy, and maintaining electronic records and files.
- Meeting critical time deadlines.
- Following and enforcing verbal and written instructions and procedures.
- Explaining accounting rules and regulations, and City policies and procedures.
- Supervising and coordinating the work of assigned personnel.
- Communicating effectively verbally and in writing.
- Dealing tactfully and courteously with the public.
- Operating a personal computer utilizing standard and specialized software.
- Assessing and prioritizing multiple tasks, projects and demands.
- Establishing and maintaining cooperative working relationships with co-workers.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment.



JOB DESCRIPTION

Electrical Test Technician, Lead

Date Prepared: May 2022

Class Code: 8049

SUMMARY: Under general supervision, maintains, investigates, and performs the more advanced journey level troubleshooting and repair of all City-owned utility delivery systems, electrical substations, natural gas turbine units, automated utility controls and instrumentation and water well and booster plant sites in accordance with established policies, procedures, regulations, and objectives. Assumes lead responsibility on assigned testing, maintenance, and repair work; and to do related work as required.

DISTINGUISHING CHARACTERISTICS: Incumbent in this classification reports to the Utilities Operations Manager or designee. The incumbent works independently to carry out assigned duties, coordinates and schedules with other divisions and contractors to achieve efficient operation of the department, leads and trains Electrical Test Technicians, Utilities Operations Trainees and Utility Maintenance Workers.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Oversees and assists in inspections, and maintains protective relays, power transformers, instrument transformers, high voltage circuit breakers (oil, vacuum, and gas), substation battery banks, capacitors and disconnects/switches and automatic tap changers.
- Oversees and performs AC insulation, excitation, turns ratio, winding resistance, and insulation resistance technical testing of transformers as well as contact resistance, open and close timing and all other internal and external testing and inspection of auxiliary ,7, 16 and 66KV circuit breakers.
- Reads blueprints and schematics in connection with installation and wiring of electrical equipment and instrumentation.
- Performs complex relay testing during scheduled maintenance; accepts/commissions testing on new relay installations, control circuits, and newly installed high voltage circuit breakers.
- Works with contractors, vendors, and electrical engineers on the development of system protection upgrades, supervisory control, and data acquisition (SCADA) and new relay settings for electrical system revisions and upgrades.
- Coordinates and performs troubleshooting of malfunctions of remote control circuits, circuit breaker failures, natural gas turbine unit alarms and issues, water department electrical equipment failures, and electric and water system operational failures.
- Coordinates and participates in the design, installation, testing, calibration, maintenance and repair of complex communication and networking systems and equipment in VPU's power plant, substation facilities, and water facilities, including turbine supervisory controls and instrumentation, automatic generation controls, Supervisory Control and Data Acquisition (SCADA) systems communications, data communication networks, and a wide variety of electronics equipment and security access equipment.
- Oversees and provides direction and inspection of contractors performing repair or installation of related systems, controls, instrumentation, programs, and equipment.

- Responds to emergency calls for service during system interruptions, power outages and failures. Inspects affected equipment to identify a root cause of failure, repair impacted equipment, protect public and personnel safety and efficiently restore utility service.
- Performs and coordinates scheduled preventative utility delivery system, substation, and associated systems maintenance. Retains all power plant, substation, generation, and water electrical equipment maintenance records for regulatory and auditing purposes.
- Requests and oversees requests for electric system equipment clearances to safely conduct testing or maintenance on high voltage equipment and water system facilities; acts as a checker for the Electrical Operators as needed during high voltage electrical switching.
- Leads and trains employees on assigned maintenance, inspection, and testing work; develops schedules for the routine maintenance, inspection, and testing of equipment.
- Adheres to established industry and regulatory guidelines and protocols regarding the proper handling and disposal of materials.
- Promotes a safety conscious work environment by closely following City, State and industry established general, water, electrical and substation operating procedures, subscribing to industry best practices, and complying with regulatory requirements.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

High school diploma or equivalent; AND five years of experience in specialized and technical testing and repair and maintenance of electric substation equipment or utility delivery systems, including two years of lead or supervisory experience in specialized and technical testing, upgrades, repair, and maintenance of utility equipment complemented with related coursework.

Knowledge of:

- City organization, operations, policies, and procedures.
- Principles and practices of effective supervision.
- Principles and practices of water distribution system construction, maintenance and repair.
- Principles and practices of project management.
- Principles and practices of strategic planning.
- Regulatory requirements for the operation, maintenance, and repair of water, gas, electric and bulk power utilities.
- Principles of electrical and electronic theory, power system operations including power plant operations; fundamentals of alternating current circuits, and electrical safety policies and procedures.
- State and federal environmental protection codes and regulations; Cal OSHA regulations.
- Applicable safety practices for high voltage equipment.
- Common hand and power tools.
- Customer service standards and protocols.
- Establishing and maintaining cooperative working relationships with managers, fellow employees, contractors, representatives of other utilities, suppliers and the public.

Skill in:

- Leading the work of subordinate or contracted staff.

- Defining problems, establishing facts and drawing valid conclusions.
- Managing situations requiring diplomacy, fairness, firmness and sound judgment.
- Interpreting and applying City, state and federal policies, laws and regulations.
- Monitoring and applying control system principles rationally to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Interpreting schematics, plans and specifications.
- Testing of microprocessor and electromechanical relays.
- Proficiently and safely working at elevated heights including the appropriate use of fall protection and personal protective equipment.
- Maintaining maintenance and inspection records as required by regulatory agencies.
- Utilizing public relations techniques in responding to inquiries and complaints.
- Working flexible hours or on-call schedule.
- Communicating effectively, both orally and in writing.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid Class C California State Driver's License is required.

Additional training/certification may be required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in the field at electrical substations, with exposure to dangerous equipment, extreme weather conditions, hazardous chemicals, high voltage and electrical shock.



JOB DESCRIPTION

Gas Systems Specialist, Lead

Date Prepared: May 2022

Class Code: 8212

SUMMARY: Under general supervision, performs a variety of skilled work associated with the operation, maintenance, and construction of the City's natural gas distribution system. Work responsibilities extend to coordinating work activities and providing work direction to work crews. May have standby responsibilities.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Provides daily work direction over work crews; prepares work reports, purchase orders, and contract documents.
- Prepares and reviews field documentation and manages data for completed work projects.
- Assists the Gas Superintendent with assigning and scheduling daily work and future projects.
- Inspects and monitors worksites to ensure safety precautions are being followed; verifies safety equipment is appropriate, available, in good working order.
- Advises and assists in operating the City's gas distribution system; provides technical expertise related to gas systems.
- Provides daily work direction, trains, instructs, and guides other employees in all aspects of gas operations.
- Monitors and troubleshoots the cathodically protected areas of the gas system.
- Inspects work of employees and contractors to ensure work is completed properly, safely and within procedure.
- Advises and assists in making temporary and permanent repairs; cuts, threads, and prepares pipe for welding and fusing.
- Advises and assists in preparing written reports utilizing spreadsheets and word processing programs and complete related paperwork, forms, and documentation; responds to Dig-Alert tickets; extracts information and updates records and databases.
- Coordinates and performs marking of utility services and mains; performs gas service turn off/on.
- Advises and assists in locating gas main, investigating and servicing leaks using maps, pipe locating equipment and gas leak detection equipment.
- Oversees and assists in the repairs of leaks on gas mains and services.
- Oversees and assists in testing of all new gas installations using air pressure and soap.
- Advises the superintendent of any defective materials or materials needing to be ordered.
- Coordinates and performs downloads of meter data to the customer service department.
- Coordinates and performs the generation of work orders for maintenance and compliance work.
- Provides general feedback to the superintendent as required.
- Coordinates and performs the inspection of all tools and vehicles to verify they are clean and safe to operate.
- Maintains regulator stations and pressure recorders; maintains and calibrates customer meters and regulators.
- Conducts load surveys for meter sizing; prepares and provides cost estimates.

- Assists engineering staff with projects such as evaluating gas load for proper meter sizing, pressure evaluation and relating information on new gas technology.
- Patrols transmission and distribution lines and inspects valves.
- Interprets drawings, provides as-built drawings, and updates the history of gas service lines and mains.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

High school diploma or equivalent; AND Five years of experience in natural gas field operations, including experience in natural gas systems, gas metering, pressure regulation and underground construction, including two years of lead or supervisory experience in the natural gas field, complemented with related coursework.

Knowledge of:

- City policies and procedures.
- Principles and practices of effective employee supervision.
- Principles and practices of gas system construction, maintenance, and repair.
- Principles and practices of project management.
- Principles and practices of strategic planning.
- City's gas department infrastructure.
- Customer service and public relations methods and practices.
- Department of Transportation rules, regulations, and requirements.
- Emergency response and first-responder procedures and other safety, environmental compliance rules, requirements, and regulations including Cal-OSHA and Pipeline Hazardous Materials Safety Administration.
- Installation, repair, and maintenance of pilot loaded regulators and regulator stations.
- Record keeping and file maintenance principles and procedures.
- Customer service standards and protocols.
- Troubleshooting methods and practices.

Skill in:

- Leading the work of subordinate staff.
- Defining problems, establishing facts, and drawing valid conclusions.
- Managing situations requiring diplomacy, fairness, firmness, and sound judgment.
- Building effective teams and providing efficient customer services.
- Collecting and analyzing data and making appropriate recommendations.
- Communicating effectively verbally and in writing.
- Reading and understanding plans and drawings.
- Following verbal and written instructions and procedures.
- Interpreting and applying state and federal statutes, codes, rules, and regulations.
- Managing projects.
- Operating a personal computer utilizing standard and specialized software.
- Operating a variety of equipment and tools used in the repair and maintenance of pressurized gas pipelines.
- Organizing, planning, coordinating, delegating, and controlling the activities others.
- Working effectively with others to develop solutions for problems.
- Dealing tactfully and courteously with the public.
- Establishing and maintaining cooperative working relationships with supervisors, co-workers, crew members, vendors, suppliers, utilities, contractors, and the general public.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License and verifiable natural gas Operator Qualifications (OQ) certification. Operator Qualification certification must be maintained for the duration of employment in this classification.

All employees in this classification are subject to random drug and alcohol testing in accordance with the Federal Department of Transportation and Pipeline Hazardous Material Safety Administration's (PHMSA) Anti-Drug & Alcohol Misuse/Prevention Program.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment, and in internal and external environments throughout the City, with possibility of exposure to hazardous materials. May be exposed to dangerous machinery, and extreme weather conditions. May be required to climb ladders. May be required to work in trenches or confined spaces. May be required to lift and carry items weighing up to 50 pounds or more.



JOB DESCRIPTION

Information Technology Project Manager

Date Prepared: March 2022

Class Code: 1618

SUMMARY: Under general direction of the IT Manager, this position exercises independent judgment and responsibility in managing, directing, and coordinating, the planning and implementation of small to medium Information Technology (IT) projects. This position encompasses the responsibility of both an IT Project Manager, as well as a senior level information systems analyst requiring considerable IT specialization. Provides full technical support functions for the City's IT network and communications systems; identifies and resolves problems; and maintains computer hardware and software systems, technology infrastructure, communications equipment, and peripherals; serves as subject matter expert and functional lead operator on IT network and database projects. Provides level 3 and 4 technical support. Provides lead work direction to IT support staff as needed, in absence of IT Manager.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Serves as subject matter expert and functional lead operator on IT network and database projects; conducts research and performs analyses; prepares reports regarding project feasibility, equipment utilization, project plans, and application integration.
- Supervises and coordinates teams of internal and external project participants.
- Manages, prioritizes, and delivers multiple initiatives and improvements to various network, computing, infrastructure, operating system, and application elements as appropriate in partnership with other City departments, as well as external vendors and partners.
- Participates in technology planning and strategy activities to ensure organizational objectives are being addressed.
- Created and maintains key project deliverables (project plans, issues, scope documents, project documentation, and workflows).
- Works with stakeholders to facilitate the development of functional and technical requirements.
- Manages project activities and alternatives across the entire project life cycle – including risk management and post implementation review; Analyzes refinement of work scope and performance measures, project approach, reviews resource requirements, budget and schedule development, and documents project management plan.
- Plans, designs, implements, supports, maintains, upgrades, and troubleshoots various applications and/or network, computing and infrastructure elements.
- Develops and manages day-to-day work plans and resources.
- Promotes and implements strategies for all hardware, software, systems throughout the City and understands how to work with all areas of the City in order to integrate systems and technology.
- Maintains the network infrastructure, resources, access, and security for the IT Department; analyzes and resolves problems, and verifies the integrity, security, and effective performance of the network systems; performs work within scope of authority and training, and according to IT policies and procedures.
- Administers, updates, and maintains network servers; identifies and defines network problems, isolates errors, and implements technical solutions; works independently, and makes appropriate decisions and recommendations based on experience and training.

- Monitors status, functionality, and utilization of network environment; resolves configuration, connectivity, and traffic issues; monitors system firewalls, and identifies and resolves security and access issues.
- Reviews and documents all changes to network environment; assures optimum network performance, system integrity, and maximum uptime; performs backup and restore functions.
- Ensures and maintains accurate asset inventory and asset traceability.
- Reviews and maintains work log of service requests, equipment malfunctions, software errors, failures, and technical configurations; identifies and reports trends and technical problems which need to be addressed by improved methodologies, procedures, and policies.
- Analyzes and resolves technical problems; notifies manager and other IT technicians of unusual problems and problem trends in order to provide improved IT services.
- Responds to low level up to escalated help desk inquiries and requests for Information Technology (IT) services.
- Provides third and fourth level technical support, training, and assistance to employees; explains IT issues, and implements solutions according to IT Department standards, guidelines, and procedures; follows up with users to verify the functionality of the users' systems.
- May Install, move, update, and integrate computers, workstations, system components, communications equipment, and peripherals; installs and configures software upgrades, enhancements, and revised functions; verifies performance of user's systems.
- Maintains and enforces all aspects of computer security procedures and standards.
- Supports the relationship between the City of Vernon and the general public, project stakeholders and business partners, by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

Bachelor's Degree in Computer Science, or related field; AND five years of network systems administration experience, including two of the five years of experience in IT project management, and leading and coordinating the work of others.

Knowledge of:

- City organization, operations, policies, and procedures.
- Principles and practices of technology project management, system development, and systems integration in a government environment.
- Structure and operating capabilities of multiple network operating systems.
- Network computer languages, Hardware, technologies, topologies, and administration protocols.
- Networked computer system environments and device capabilities.
- Troubleshooting techniques for network operating domains, relational databases, and web- and windows-based software applications.
- Maintenance standards for network operating systems and servers.
- Principles and protocols for the management of electronic information.
- IT access policies, and data security protocols.
- Telecommunications hardware and software systems.
- Project management software.

Skill in:

- Analyzing network problems, evaluating alternatives, and developing solutions based on findings.
- Installing and configuring enterprise software and hardware systems
- Researching, analyzing, and evaluating new methods, applications, procedures, and techniques.
- Maintaining network hardware, hubs, switches, routers, communications systems, and enterprise servers.
- Analyzing equipment and system malfunctions, troubleshooting computers and software applications, and solving technical problems involving multiple operating systems, applications, and platforms.

- Responding professionally, effectively, and efficiently to customer service requests.
- Assessing customer support needs and implementing effective solutions.
- Using basic tools and procedures for repairing computers, equipment, and peripheral devices.
- Operating a personal computer utilizing specialized software and entering information into a computer system with speed and accuracy.
- Assessing and prioritizing multiple tasks, projects and demands to meet deadlines and timetables.
- Establishing and maintaining cooperative working relationships with co-workers.
- Communicating effectively verbally and in writing.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.

Project Management Professional (PMP) certification is required.

Microsoft (MCITP/MCSE/MCSA) and Cisco (CCNA/CCNP/CCSP) professional certifications are preferred and may be required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment; may be required to bend, stoop, crawl, and navigate tight spaces. Requires vision capacity to perform fine calibrations and differentiate between colored wires. Responds to emergency calls for service 24 hours per day, 7 days per week, including nights, weekends, and holidays.



JOB DESCRIPTION

Utilities Operations Supervisor

Date Prepared: May 2022

Class Code: 8042

SUMMARY: Under general supervision, oversees daily operations of the systems dispatch, substation, metering, and power plant groups and supports, coordinates and facilitates daily operations across all VPU divisions to ensure reliable and safe service delivery, operations, and maintenance activities; ensures compliance with environmental regulations, safety procedures and regulations, established operational policies and procedures; ensures intradepartmental communication and collaboration; facilitates and helps maintain optimal, efficient and reliable systems outputs.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Supervises subordinate staff in the systems dispatch substation, metering, and power plant groups; sets work priorities; creates work schedules; provides training; conducts performance evaluations; rewards and/or disciplines employees.
- Prioritizes, determines, and assigns projects to work crews, including contracted services, to ensure maximum use of staff resources.
- Reviews the progress of work projects and makes recommendations to ensure work is performed in a safe timely and efficient manner.
- Ensures generation, production, storage, transmission, and distribution processes occur safely, efficiently, cost effectively and within regulated guidelines to maintain a high degree of system reliability; reports outcomes as required.
- Assesses and analyzes utility delivery systems, protection schemes and operating outputs, including conditions and maintenance of equipment such as transformers, circuit breakers, natural gas turbines, emergency generators, compressors, electrical and mechanical devices, water production, storage and conveyance equipment, gas systems infrastructure and vehicle fleet.
- Troubleshoots utility system failures to determine cause and identifies solution; troubleshoots and resolves real-time bulk power, gas, and water distribution issues.
- Oversees all high voltage switching programs for maintenance and system reliability.
- Ensures coordination of goals, initiatives and projects between Generation, Operations, Maintenance, Resources, Engineering, Administration and Customer Service through project management.
- Inspects and monitors utility work sites to ensure safety precautions are followed to protect workers and the general public.
- Prepares work schedules, approves time off requests, reviews time sheets, work reports and other records and reports.
- Conducts inspections of work projects to ensure compliance with regulations plans, specifications, work orders, job packages, quality standards, adherence to time tables, policies and safety regulations.
- Requisitions supplies, equipment and materials.
- Creates and monitors fiscal year operating budgets for areas of responsibility.
- Conducts monthly inspections to ensure physical security of perimeter, safeguarding critical facilities, infrastructure and utility assets.

- Provides support and coverage of critical tasks and positions at the direction of the General Manager or General Manager's designee.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

High school diploma or equivalent; AND seven years of utility operations related experience, including three years of experience in a utility related supervisory role or capacity.

Knowledge of:

- City organization, operations, policies, and procedures.
- Customer service standards and protocols.
- Principles and practices of contract administration and project management.
- Principles and practices of effective employee supervision.
- Principles and practices of budgeting and finance.
- Principles and practices of utility maintenance operations.
- Principles and practices of regulatory management.
- Principles of electric theory, power system operations including power plant operations; fundamentals of alternating current circuits, and electrical safety policies and procedures.
- Regulatory requirements for the operation, maintenance, and repair of gas, water, electric and bulk power utilities.

Skill in:

- Building effective teams and providing efficient customer service.
- Communicating effectively verbally and in writing.
- Dealing tactfully and courteously with the public.
- Defining problems, troubleshooting, analyzing variables, establishing facts, evaluating options, and drawing valid conclusions.
- Establishing and maintaining cooperative working relationships with managers, supervisors, fellow employees, contractors, consultants, representatives of other utilities, regulatory agencies and the public.
- Interpreting and applying City, state and federal policies, laws and regulations.
- Managing situations requiring diplomacy, fairness, firmness and sound judgment.
- Operating a personal computer and various software applications.
- Supervising the work of subordinate staff.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.

A valid State of California Grade II Water Distribution License is required.

Additional training/certification may be required. Water Distribution Grade III is desirable.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in an electric generation plant and electric distribution substation environment; may to be exposed to energized equipment. May be exposed to dangerous machinery, hazardous chemicals and electric shock. Routine exposure to the elements. Oversight of 24/7 operations may require the need to work alternative schedules including nights, weekends and rotating shifts.



JOB DESCRIPTION

Utilities Strategic Planning Coordinator

Date Prepared: May 2022

Class Code: 8612

SUMMARY: Under administrative direction, manages, supervises, facilitates, and coordinates a variety of activities, and special projects within the Public Utilities Department, coordinates assigned activities with other divisions, departments, and outside agencies; and provides highly responsible and complex administrative support to the General Manager and Assistant General Managers.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Coordinates and participates in the development, implementation, evaluation and tracking of strategies for the Public Utilities Department.
- Provides guidance to Department Divisions according to the directives of the General Manager's office, coordinates activities with other departments and outside agencies and organizations.
- Oversees and participates in the development and administration of the Public Utilities Department's annual budget; participates in the forecast of funds needed for staffing, equipment, materials, and supplies; monitors and approves expenditures; tracks progress, makes recommendations and implements adjustments. Works in conjunction with finance department on budget related matters.
- Coordinates and participates in the preparation of programs or special projects and project budgets; analyzes and prepares recommendations on budget requests; monitors appropriate budget accounts.
- Manages and participates in the development and implementation of department goals, strategies, objectives, policies, and priorities for assigned initiatives and programs; recommends and administers policies and procedures.
- Provides responsible, informed, and perceptive assistance to management; conducts a variety of organizational studies, investigations, and operational analysis; recommends modifications to administrative programs, policies, and procedures as appropriate.
- Manages and coordinates the organization, staffing, and operational activities for the administrative and clerical support functions of the Public Utilities Department.
- Develops systems to monitor strategic and operating business plan goals that link performance with organizational goals.
- Assists with staff reports, gathers information, and conducts research for various departmental projects.
- Coordinates and participates in the development and coordination of opportunities and content that promotes organizational goals, strategic and policy positions, and major capital programs.
- Collects and analyzes market developments from relevant industry, legislative, regulatory, technological, environmental, and financial areas. Assists in the development of strategies, programs, and tools to prepare and responds to market developments and changing environments.
- Coordinates and maintains systems to assess the effectiveness of communications efforts across all divisions and departments and aligns them with organizational goals.
- Attends and participates in professional group meetings; maintains awareness of new technologies, trends, legislation, regulation, and developments in the utility-related fields; evaluates and incorporates new developments as appropriate.

- Implements and communicates strategic and operating business plan goals; incorporates goals into organization-wide work plans.
- Serves as the liaison for the Public Utilities administration with other divisions, departments, and outside agencies; evaluates, negotiates, and resolves critical, pressing, sensitive and controversial issues.
- Attends and participates in professional group meetings; maintains awareness of new trends and developments in the fields of administrative services, organizational management, corporate communications, and business processes; incorporates new developments as appropriate.
- Develops, coordinates, and facilitates workforce development, job description development, organizational structure and staff related initiatives.
- Prepares correspondence, memos, ad hoc reports, staff reports and presentations to other departments, outside agencies, commissions, and City Council.
- Leads special high-priority projects and performs related duties as required.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

Bachelor's Degree in Engineering, Business Management, Communication Studies, Political Science, Public Administration, Economics, Computer Science, or related field; AND five years of municipal experience performing professional administrative, strategic, legislative, regulatory, or compliance-based activities.

Knowledge of:

- City organization, operations, policies, and procedures.
- The organization and operations of local government.
- Principles and practices of municipal budget preparation and administration.
- Concepts of electric, fiber optic, natural gas, or water system operations.
- State and Federal laws, statutes, rules, codes, and regulations governing public utilities, including Occupational Safety and Health Administration (OSHA), Federal Energy Regulatory Commission (FERC), North American Electric Reliability Corporation (NERC), Western Electricity Coordinating Council (WECC), and California Public Utilities Commission (CPUC), State Water Resources Control Board (SWRCB), California Energy Commission (CEC), US Department of Transportation Pipeline and Hazardous Materials Safety Administration (PHMSA), Air Resources Board (ARB), South Coast Air Quality Management District (SCAQMD), Environmental Protection Agency (EPA).
- Local, state, and federal legislative processes.
- Principles of risk assessment, including records management, and compliance regulations.
- Safety rules and regulations, occupational hazards, and safety precautions in utility operations.
- Record keeping and technical file maintenance principles and procedures.
- Customer service standards and protocols.
- Business computers and standard MS Office software applications.

Skill in:

- Overseeing and participating in the management of a comprehensive multi-faceted public utility strategic planning programs; overseeing, directing, and coordinating the work of lower-level staff.
- Participating in the development and administration of division goals, objectives, and procedures.
- Analyzing problems, defining complex issues, identifying alternative solutions, and implementing recommendations to support goals and build the organization.
- Assessing and prioritizing multiple tasks, projects and demands.
- Building relationships and fostering teamwork.
- Communicating effectively, both verbally and in writing.
- Effectively managing and leading staff, and delegating tasks and authority.

- Establishing and maintaining cooperative working relationships with managers, fellow employees, other divisions and departments, contractors, representatives of other utilities, regulatory agencies, outside consultants and the public.
- Keeping records as required by City policy and regulatory agencies.
- Operating personal computers and specialized software applications.
- Reading, interpreting, understanding and applying operating standards and procedures, applicable federal and state rules and regulations, and City policies and procedures.
- Using initiative and independent judgment within established procedural guidelines.
- Applying mediation techniques and approaches.
- Dealing tactfully and courteously with elected officials, employees, and the public.
- Establishing and maintaining cooperative working relationships with elected officials, managers, fellow employees, and the public.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Class C Driver's License is required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in an office environment and in the field; may to be exposed to energized equipment high ambient noise, hazardous chemicals, moving traffic, and inclement weather.



JOB DESCRIPTION

Key Accounts ~~Administrator~~ Specialist

Date Prepared: May 2018

Class Code: 8515

SUMMARY: Under general supervision, to plan, develop and maintain a customer focused environment to ensure that all utility resources provide responsible solutions and options to key partners and customers, and to ensure growth objectives in the implementation of programs, products and services beneficial to the customers in the City of Vernon. Oversees, promotes, markets the delivery of value added services and conservation programs for customers; maintains and evaluates customer service accounts and programs.

~~**DISTINGUISHING CHARACTERISTICS:** The Key Accounts Specialist is the advance journey level position in the Public Utility Customer Service series and it is a single incumbent classification. Incumbents in this class are expected to use independent professional judgment, utilizing advanced knowledge to carry out customer relations, marketing and administrative assignments. The incumbent serves as the liaison between the City and the key partners and customers, and is assigned supervisory responsibility over customer service staff and provides general direction and assistance to assigned staff.~~

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Develops and manages comprehensive and strategic community engagement initiatives to support public utility conservation and sustainability programs, priorities, and policies.
- Serves as primary contact for the City's largest utility customers to attract and retain commercial and industrial customers.
- Communicates utility billing issues, proposes resolution for difficult issues, and provides elevated customer care to support operational growth and expansion and business development activities.
- Responsible for the maximization of customer satisfaction through increased information flow and ongoing evaluation of customer needs.
- Participates in market research on efficiency and sustainability programs, service reliability, and utility rates for residential, commercial, and industrial customers; recommends, develops and implements new programs, products and services.
- Coordinates the development of customer-owned distributed energy resources including system interconnection, compliance, permitting, contracts, and rate selection.
- Develops, implements and manages value added utility programs and services which include customer energy efficiency programs for electric, gas, fiber and water services.
- Participates in the development and implementation of department goals, objectives, policies and procedures for assigned utility programs including utility billing, credit and collections, customer service, billing investigations, and utility services.
- ~~Serves as primary contact for the City's Key Accounts program largest utility users and looks for new ways to enhance program participation.~~
- Performs research and analysis of legislative impact to the City pertaining to municipal utilities and service related programs.

- ~~Works to build effective relationships with City residents and business community while effectively promoting city programs.~~
- ~~Works closely with customers to implement energy efficiency incentive programs.~~
- ~~Oversees the management of customer information systems for tracking program participation, expenditures, energy, water and therm savings.~~
- ~~Assists all utility department divisions in advertising, promotions, publications, customer education, outreach and social media programs.~~
- ~~Handles difficult and uncomfortable situations with patience, poise and good judgment.~~
- ~~Performs extensive studies on utility accounts involving customer disputes.~~
- ~~Coordinates utility public benefits programs with city departments, divisions, sections, and with outside agencies.~~
- Interacts with various business organizations, representatives, government officials and other professionals in a manner suited to the community and city.
- Assists with ~~s~~Supervising es ~~associated~~ igned staff; sets work priorities; creates work schedules; provides training; conducts performance evaluations; rewards and/or disciplines employees.
- May assist ~~Performs~~ duties ~~the of~~ Customer Service Manager ~~Representative~~ as needed to meet workload demands.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

Bachelor's degree from an accredited college or university with major coursework in engineering, marketing, business or public administration or closely related field; AND five~~four~~ years of marketing, public service, customer service, utility compliance or related utility experience, including two years of lead level experience.

Knowledge of:

- City policies and procedures.
- Electric power, water, natural gas and fiber usage.
- Principles of public utility record keeping and records management.
- Essential marketing and communications principals and strategies.
- Marketing media, advertising and promotion.
- Public and community relations methods and techniques.
- Personal computer software including word, spreadsheet functions, and databases. Use of Advanced Utilities Billing (V4) and MV90 software is desired.
- Customer service standards and protocols.

Skill in:

- Patient and professional negotiation skills and training.
- Performing work with accuracy and high attention to detail.
- Following and enforcing verbal and written instructions and procedures.
- Establishing and maintaining cooperative working relationships with customers, residents and co-workers.
- Coordinate and direct customer service accounts and programs; supervise, organize, and review the work of assigned staff.
- Communicating effectively verbally and in writing.
- Negotiating complex and sensitive alliance or sub-contractor agreements.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment. Employee may work off site and visit customer locations.



JOB DESCRIPTION

Utility Program ~~Specialist~~ Administrator

Date Prepared: April 2021
Date Revised: April 2022

Class Code: 8512

SUMMARY: Under general supervision, manages, designs, develops, implements and performs, administers, and analyzes ~~administration and analysis of~~ Customer Programs to meet overall City objectives and Vernon Public Utilities business goals and regulatory mandates for natural gas, water, or energy efficiency; seeks to maximize return on expenditures in achieving greenhouse gas emissions reduction, conservation and efficiency goals and targets; supports community outreach, customer relations, and marketing activities; creates a customer focused environment to ensure growth objectives in the implementation and organization of programs, products, rebates, and services beneficial to the customers in the City of Vernon; performs business development activities and; contract preparation and oversight.

DISTINGUISHING CHARACTERISTICS: The Utility Program Specialist-Administrator performs highly visible and responsible professional duties in ~~the management,~~ development, administration and evaluation of ~~assigned "Utility Programs" in areas of for;~~ transportation fuel-switching and other customer end uses; research, development, and demonstration ("RD&D") projects; assistance for low-income customers, and/or distributed energy resources and storage. Other ~~assigned~~ programs may include: water conservation and onsite reuse; and energy efficiency. These utility programs promote greenhouse gas emissions reductions, more efficient use of available water and energy resources, and help reduce environmental impacts, to meet City Council-adopted goals and state-mandated environmental targets and reductions. Work requires a strong technical knowledge of trends, best practices and regulatory requirements associated with the assigned Utility Program(s) as well as strong customer and community relations competencies. Assignments are broad in scope, and results are evaluated in terms of accomplishment of conservation goals and objectives within budget parameters.

ESSENTIAL FUNCTIONS: -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Develops comprehensive and innovative Public Benefits Charge programs and incentive/rebate proposals and budgets to address changing environmental conditions, market demands, regulatory mandates, legislative policies, new technology solutions and customer needs and participation levels as it pertains to the City and ~~VPU~~ the Public Utilities Department.
- Serves as project manager, coordinates, and leads multiple, simultaneous sustainability projects.
- Develops, implements ~~implements~~, and manages value added utility programs and services which include customer energy efficiency programs for electric, gas, ~~fiber~~ fiber, and water services.
- Performs cost-benefit analyses and presents recommendations to department management for approval.
- Prepares and manages short-term and long-term Marketing and Public Benefits Charge programs; tracks, and controls program progress and success; ensures compliance with City budgeting and purchasing guidelines are met.

- Assists in regulatory compliance including the preparation of various compliance documentation and reporting.
- Promotes and markets energy efficiency and conservation programs and the various services available to customers.
- Develops modeling tools to calculate energy savings; tracks and evaluates program effectiveness and return-on-investment; reviews complex documents and submittals from customers and program applicants, including engineering documents, contracts and technical forms; determines program eligibility and qualifications; conducts field inspections and equipment tests to verify system performance; manages low-income rate assistance and direct-install programs; approves and processes incentive/rebate payments; develops and maintains account relationships with major customers; responds to customer inquiries and concerns regarding a wide variety of utility service delivery and cost issues.
- Provides project management and technical support for large-scale construction and renovation projects involving greenhouse gas emissions reduction measures, electrification, water/energy efficiency, renewable energy, distributed resources and sustainability measures; provides technical assistance to developers and housing authorities in securing funding for and implementing conservation and energy efficiency measures for low-income housing, as well as electrification.
- Develops or participates in developing RFPs/RFQs for contract services to implement or support program functions; participates in the review, evaluation and selection of contractors; oversees contractor performance to ensure conformance with contract requirements.
- Performs day-to-day administration of assigned programs; develops or oversees development of program administration forms, spreadsheets, databases, and materials.
- Defines issues, analyzes problems, evaluates alternatives and develops sound, independent conclusions and recommendations in accordance with laws, regulations, rules and policies.
- Understands, interprets, explains and applies law and regulations, program features, technical requirements, cost/rate structures and incentive/rebate calculations to both technical and non-technical audiences clearly and effectively.
- Handles difficult and uncomfortable situations with patience, poise and good judgment; provides information as is appropriate and resolves service complaints.
- Interacts with various business organizations, representatives, government officials and other professionals in a manner suited to the community and city.
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

Bachelor's degree from an accredited college or university with major coursework in ~~earth or plant science, engineering, marketing,~~ environmental engineering and science, economics, business or public administration, communications, or closely related field; AND five ~~four~~ years of recent, progressively responsible experience performing complex, professional level administrative analysis and project management, which must include experience directly related to sustainability programs, including project management responsibility, budgeting, fiscal oversight responsibilities, and the development of water, ~~or~~ energy conservation, or greenhouse gas emissions reduction programs, including three ~~two~~ years of progressively responsible administrative experience in Water or Energy Conservation/Efficiency Programs. Advanced u knowledge in Utilities Billing (V4) and MV90 software is desired.

Knowledge of:

- City policies and procedures.
- Principles, practices, methods and techniques applicable to water conservation, energy efficiency, greenhouse gas emissions reduction, transportation fuel switching or distributed resources programs and initiatives.

- Best practices, trends and new and emerging technologies in the field of water conservation, greenhouse gas emissions reduction, energy efficiency, distributed resources, electrification and transportation fuel switching.
- Research methods and procedures.
- Federal, state and local law, regulations and rules governing water conservation or energy efficiency programs, and greenhouse gas emissions reduction and mandated short- and long-term targets.
- Basic principles and practices of marketing, communication and community outreach applicable to areas of assigned responsibility.
- Residential and commercial consumption patterns and consumer behaviors and opportunities for water or energy efficiencies, and transportation fuel switching.
- Budget development and management principles and practices; program evaluation and implementation methods and techniques.
- Project management methods and practices.
- Principles of public utility record keeping and records management; and electric power and water usage-.
- Personal computer software including word, spreadsheet functions, utilities billing, and databases.
- Customer service standards and protocols.

Skill in:

- Performing tactful and professional negotiations and training.
- Performing work with accuracy and high attention to detail.
- Following and enforcing verbal and written instructions and procedures.
- Recommending, implementing, evaluating, and modifying goals, objectives, and practices.
- Preparing and administering large and complex budgets
- Preparing and presenting clear and concise administrative and financial reports.
- Establishing and maintaining cooperative working relationships with customers, ~~residents~~residents, and co-workers.
- Coordinating and directing customer service accounts and programs.
- Communicating effectively verbally and in writing.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in a standard office environment. Employee may work off site and visit customer locations.



JOB DESCRIPTION

Water Maintenance Worker, Lead

Established Date: Aug 4, 2020

Class Code: 7922

Revision Date: May 2022

SUMMARY: Under general supervision, performs a variety of skilled functions in support of the City's water distribution system. - Work responsibilities extend to coordinating work activities and providing work direction to work crews.

ESSENTIAL FUNCTIONS: *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Provides daily work direction over work crews; prepares employee time sheets, work reports and other records and reports, purchase and contract documents.
- Prepares and reviews field documentation and inputs and manages data for completed work projects.
- Assists the supervisor and/or superintendent with assigning and scheduling daily work and future projects.
- Inspects and monitors work sites to ensure safety precautions are followed to protect workers and the general public; verifies safety equipment is appropriate, available, in good working order and in use.
- Advises and assists water maintenance work crews in repair and maintenance operations; performs troubleshooting as necessary.
- Advises and assists in fire hydrant water flow studies for system and flow pressure.
- Coordinates and performs underground marking of utility services; coordinates and performs water service turn off/on; locates water lines.
- Advises and assists in the collection of water samples; monitoring chlorine levels; inspecting chlorine pumps, wells and pumping plants.
- Advises and assists in the collection of reads from well sites and pumping plants; inputs data and prepares daily, monthly and annual water production reports.
- Oversees and assists in the maintenance and repair of wells, boosters and motors.
- Takes lead role in Responding promptly to customer issues regarding poor quality water and interruptions in service.
- Monitors chlorine residuals; delivers, transfers and maintains chlorine and chlorine pumping equipment; conducts facility inspections.
- Advises and assists in performing water level readings; maintaining plug valves; inspecting and maintaining diesel generators; performing confined space entry with a gas monitor.
- Advises and performs hot taps; coordinates and installs new water services, including domestic, fire and fire hydrants; oversees and performs breaks outs and excavates asphalt, concrete and dirt; facilitates and performs repair ofs water leaks and fire hydrants; monitors and exercises valves; operates various heavy motorized vehicles and equipment.

- May work on a water maintenance [or water production](#) work crew and/or operates heavy equipment as part of work projects.
- May perform meter reading for utility billing.
- Assists and advises other City work crews as requested.
- Performs standby and on-call duties as assigned; responds to after-hours emergencies as needed; [contacts and assembles crews to perform emergency after-hours work](#).
- Supports the relationship between the City of Vernon and the general public by demonstrating courteous and cooperative behavior when interacting with visitors and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

MINIMUM QUALIFICATIONS:

Education, Training and Experience Guidelines:

High School Diploma or GED equivalent; AND five years of water utility experience, including two years of lead or supervisory experience in water maintenance operations, ~~complimented~~ [complemented](#) with related coursework.

Knowledge Of:

- City organization, operations, policies, and procedures.
- Principles and practices of effective employee supervision.
- Principles and practices of water distribution system construction, maintenance and repair.
- Principles and practices of project management.
- Principles and practices of strategic planning.
- City infra-structure and boundaries.
- Basic OSHA and Cal-OSHA safety regulations.
- Troubleshooting methods and practices.
- Valves, fire hydrants, domestic and fire services.
- Concrete and asphalt repair methods and practices.
- Layout of the City's water system.
- Water main, fire hydrant and domestic line maps.
- Traffic control methods and procedures.
- Customer service standards and protocols.
- Communicating effectively verbally and in writing.
- Dealing tactfully and courteously with the public.
- Establishing and maintaining cooperative working relationships with managers, supervisors, staff, vendors, suppliers, utilities, contractors and the general public.

Skill In:

- Leading the work of subordinate staff.
- Defining problems, establishing facts and drawing valid conclusions.
- Managing situations requiring diplomacy, fairness, firmness and sound judgment.
- Interpreting and applying City, state and federal policies, laws and regulations.
- Using power and hand tools.
- Operating various motorized vehicles and equipment to include cranes, boom truck and backhoe heavy equipment
- Reading and understanding plans and stations.
- Following verbal and written instructions and procedures.

- Operating a personal computer and various software applications.
- Building effective teams and providing efficient customer services.
- Communicating effectively verbally and in writing.
- Dealing tactfully and courteously with the public.
- Establishing and maintaining cooperative working relationships with supervisors, co-workers, crew members, vendors, suppliers, utilities, contractors and the general public.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Class B Commercial Driver's License.

California Water Distribution Operator Grade Operator Grade 1, D-2 and 3 certification certification is required.
California Water Distribution Operator Grade D3 certification is desired and must be obtained within two years of appointment. after the probationary period ends.

California Water Treatment Operator Grade T1 Operator Grade 1 certification is desirable.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Work is performed in an outdoor work environment. May be exposed to dangerous machinery, extreme weather conditions, hazardous chemicals and infectious diseases. May be required to climb ladders. May be required to work in trenches or confined spaces. May be required to lift and carry items weighing up to 50 pounds.

RESOLUTION NO. 2022-29

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VERNON
ADOPTING THE CLASSIFICATION AND COMPENSATION PLAN IN
ACCORDANCE WITH GOVERNMENT CODE SECTION 20636(b)(1) AND
REPEALING RESOLUTION NOS. 2021-16, 2021-27, 2021-37, 2021-42,
2021-44 and 2022-02.

SECTION 1. Recitals.

A. On June 1, 2021, the City Council adopted Resolution No. 2021-16, as amended by Resolution Nos. 2021-27, 2021-37, 2021-42, 2021-44 and 2022-02, adopting the Classification and Compensation Plan in accordance with Government Code Section 20636(b)(1).

B. Due to occasional modifications to specific salary ranges and classification titles and to incorporate staffing changes proposed in the 2022-2023 Fiscal Year budget, staff recommends the adoption of an updated Classification and Compensation Plan.

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

SECTION 2. The City Council of the City of Vernon hereby finds and determines that the above recitals are true and correct.

SECTION 3. Effective July 19, 2022, the City Council hereby approves the Classification and Compensation Plan, attached hereto as Exhibits A through G.

SECTION 4. All resolutions or parts of resolutions, specifically Resolution Nos. 2021-16, 2021-27, 2021-37, 2021-42, 2021-44 and 2022-02, not consistent with or in conflict with this resolution are hereby repealed.

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SECTION 5. The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

APPROVED AND ADOPTED this 19th day of July, 2022.

LETICIA LOPEZ, Mayor

ATTEST:

LISA POPE, City Clerk
(seal)

APPROVED AS TO FORM:

ZAYNAH N. MOUSSA,
Interim City Attorney



City of Vernon

CLASSIFICATION AND COMPENSATION PLAN

Adopted July 19, 2022

Classification and Compensation Plan
Page 2 of 2

Section 1. PURPOSE

Exhibits A through G to this Plan are enacted pursuant to the City of Vernon City Charter to provide for the classification and compensation of City officers and employees, and to conform to the principle of equal pay for equal work.

Officers and employees of the City of Vernon shall receive compensation and costs in accordance with the amounts set forth in the attached compensation plan.

Section 2. THE COMPENSATION PLAN

The basic compensation plan for the various employee units, groups and non-classified employees, as of the date of adoption of this plan is hereby established as set forth in Exhibits A through G, which are attached hereto and incorporated herein by reference.

The City Administrator shall have authority to create and maintain salary steps to implement the provisions of this Section. Salaries granted pursuant to this provision shall be reported to PERS as compensation earned. Please refer to Human Resources Policy II-3, Salary Plan for specific policy and procedures.

Section 3. THE CLASSIFICATION PLAN

The classification plan includes the allocation of class titles to salary ranges for City officers and employees. The Classification Plan further includes the allocation of class titles to salary ranges for those employees that are designated as exempt from the classified service. These exempt classes are for elective officers; persons appointed by the City Council, including the City Administrator, and City Attorney; persons appointed by the City Administrator, including department head or designees; and persons appointed by the City Attorney pursuant to City of Vernon Municipal Code that serve in an "at will" capacity subject to the terms and conditions of an employment contract and are so designated in the plan as "non-classified." The classification plan as of the date of adoption of this plan is hereby established as set forth in Exhibit "A" which is attached hereto and incorporated herein by reference. The Human Resources Director, with approval by the City Administrator or his/her designee, is responsible for maintenance of the Classification Plan, including the allocation of new or changed positions to the appropriate class, the recommendation of proper salary ranges within the provision of pay administration, maintenance of up-to-date class specifications, and the preparation of reports and recommendations on revisions to the Classification Plan. Please refer to Human Resources Policy II-1, Classification Plan Administration for specific policy and procedures.



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL		{a} MONTHLY		HOURLY	PAY PERIOD
CITY COUNCIL										
1025	Council Member	E	O	01	\$	30,764	\$	2,564	N/A	\$ 1,183.23
1030	Mayor	E	O	01	\$	30,764	\$	2,564	N/A	\$ 1,183.23
Information Technology Division										
1625	Information Technology Analyst	NE	C	26						
	Step 1				\$	89,403	\$	7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$	93,873	\$	7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$	98,567	\$	8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$	103,495	\$	8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$	108,670	\$	9,056	\$ 52.2452	\$ 4,179.62
1620	Information Technology Analyst, Senior	NE	C	30						
	Step 1				\$	108,670	\$	9,056	\$ 52.2452	\$ 4,179.62
	Step 2				\$	114,104	\$	9,509	\$ 54.8575	\$ 4,388.60
	Step 3				\$	119,809	\$	9,984	\$ 57.6003	\$ 4,608.03
	Step 4				\$	125,799	\$	10,483	\$ 60.4803	\$ 4,838.43
	Step 5				\$	132,089	\$	11,007	\$ 63.5043	\$ 5,080.35
1630	Information Technology Technician	NE	C	20						
	Step 1				\$	66,714	\$	5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$	70,050	\$	5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$	73,552	\$	6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$	77,230	\$	6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$	81,091	\$	6,758	\$ 38.9862	\$ 3,118.90
CITY ATTORNEY'S OFFICE										
1507	Executive Legal Secretary	NE	C	23						
	Step 1				\$	77,230	\$	6,436	\$ 37.1297	\$ 2,970.38
	Step 2				\$	81,091	\$	6,758	\$ 38.9862	\$ 3,118.90
	Step 3				\$	85,146	\$	7,095	\$ 40.9355	\$ 3,274.84
	Step 4				\$	89,403	\$	7,450	\$ 42.9823	\$ 3,438.58
	Step 5				\$	93,873	\$	7,823	\$ 45.1314	\$ 3,610.51
1495	Legal Administrative Analyst	NE	C	26						
	Step 1				\$	89,403	\$	7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$	93,873	\$	7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$	98,567	\$	8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$	103,495	\$	8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$	108,670	\$	9,056	\$ 52.2452	\$ 4,179.62



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY CLERK DEPARTMENT								
1320	Records Management Assistant	NE	C	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
ADMINISTRATIVE AND CLERICAL GROUP								
1532	Administrative Aide	NE	U	T11				
	Step 1				\$ 43,004	\$ 3,584	\$ 20.6752	\$ 1,654.02
	Step 2				\$ 45,155	\$ 3,763	\$ 21.7090	\$ 1,736.72
	Step 3				\$ 47,412	\$ 3,951	\$ 22.7944	\$ 1,823.55
	Step 4				\$ 49,783	\$ 4,149	\$ 23.9341	\$ 1,914.73
	Step 5				\$ 52,272	\$ 4,356	\$ 25.1308	\$ 2,010.47
1530	Administrative Assistant, (Confidential)	NE	C	13				
	Step 1				\$ 47,412	\$ 3,951	\$ 22.7944	\$ 1,823.55
	Step 2				\$ 49,783	\$ 4,149	\$ 23.9341	\$ 1,914.73
	Step 3				\$ 52,272	\$ 4,356	\$ 25.1308	\$ 2,010.47
	Step 4				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 5				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
1520	Administrative Assistant, Senior (Confidential)	NE	C	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
1510	Administrative Secretary	NE	C	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
1500	Executive Assistant to the City Administrator	NE	C	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1490	Administrative Analyst	NE	C	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
1535	Administrative Intern	NE	U	Hourly				
	Step 1						\$ 18.50	
FINANCE DEPARTMENT								
1240	Accountant	NE	C	22				
	Step 1				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 2				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 3				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 4				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 5				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
1230	Accountant, Senior	NE	C	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
1239	Payroll Analyst	NE	C	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
1245	Payroll Specialist	NE	C	19				
	Step 1				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 2				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 3				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 4				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 5				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
1242	Payroll Specialist, Senior	NE	C	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
Fiscal Year: 2022-2023
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Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2022	Environmental Specialist, Temporary	NE	U	T26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 6				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 7				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 8				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
2045	Environmental Health Intern	NE	U	Hourly				
	Step 1						\$ 18.50	
HUMAN RESOURCES DEPARTMENT								
1425	Human Resources Assistant	NE	C	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
POLICE DEPARTMENT								
4035	Police Officer Recruit	NE	U	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
4145	Reserve Police Officer	NE	U	Stipend				
	Step 1				\$ 3,600			
PUBLIC UTILITIES DEPARTMENT								
8612	Utilities Strategic Planning Coordinator	NE	C	30				
	Step 1				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 2				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 3				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 4				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 5				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
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Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Malburg Generation Station Division								
8353	Control Room Operator-I	NE	U	29				
	Step 1				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 2				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 3				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 4				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 5				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
8355	Control Room Operator-II	NE	U	31				
	Step 1				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 2				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 3				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 4				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 5				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
8340	Control Room Operator, Senior	NE	U	33				
	Step 1				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 2				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 3				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 4				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 5				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
8375	Field Operator-I	NE	U	25				
	Step 1				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 2				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 3				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 4				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 5				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
8370	Field Operator-II	NE	U	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
8360	Instrument & Controls Technician	NE	U	28				
	Step 1				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 2				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 3				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 4				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 5				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8357	Instrument & Controls Technician, Lead	NE	U	31				
	Step 1				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 2				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 3				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 4				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 5				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
8390	Material Control Administrator	NE	U	22				
	Step 1				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 2				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 3				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 4				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 5				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
8365	Mechanic/Welder	NE	U	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
8350	Mechanic, Lead	NE	U	30				
	Step 1				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 2				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 3				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 4				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 5				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
8345	Site Safety Administrator/Control Room Operator	NE	U	32				
	Step 1				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 2				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 3				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 4				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 5				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Executives
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY ADMINISTRATION DEPARTMENT								
1010	City Administrator	E	E	50				
	Step 1				\$ 279,936	\$ 23,328	\$ 134.5847	\$ 10,766.78
	Step 2				\$ 293,933	\$ 24,494	\$ 141.3140	\$ 11,305.12
	Step 3				\$ 308,630	\$ 25,719	\$ 148.3797	\$ 11,870.37
	Step 4				\$ 324,061	\$ 27,005	\$ 155.7987	\$ 12,463.89
	Step 5				\$ 340,264	\$ 28,355	\$ 163.5886	\$ 13,087.09
CITY ATTORNEY'S OFFICE								
1110	City Attorney	E	E	49				
	Step 1				\$ 266,606	\$ 22,217	\$ 128.1759	\$ 10,254.07
	Step 2				\$ 279,936	\$ 23,328	\$ 134.5847	\$ 10,766.78
	Step 3				\$ 293,933	\$ 24,494	\$ 141.3140	\$ 11,305.12
	Step 4				\$ 308,630	\$ 25,719	\$ 148.3797	\$ 11,870.37
	Step 5				\$ 324,061	\$ 27,005	\$ 155.7987	\$ 12,463.89
CITY CLERK DEPARTMENT								
1310	City Clerk	E	E	41				
	Step 1				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 2				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 3				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 4				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 5				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
FINANCE DEPARTMENT								
1210	Director of Finance/City Treasurer	E	E	44				
	Step 1				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 2				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 3				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86
	Step 4				\$ 241,819	\$ 20,152	\$ 116.2593	\$ 9,300.75
	Step 5				\$ 253,910	\$ 21,159	\$ 122.0723	\$ 9,765.78
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2010	Director of Health and Environmental Control	E	E	43				
	Step 1				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 2				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 3				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 4				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86
	Step 5				\$ 241,819	\$ 20,152	\$ 116.2593	\$ 9,300.75
HUMAN RESOURCES DEPARTMENT								
1410	Director of Human Resources	E	E	42				
	Step 1				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 2				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 3				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 4				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 5				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86



City of Vernon
Classification and Compensation Plan
Executives
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Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4010	Police Chief	E	E	47				
	Step 1				\$ 241,819	\$ 20,152	\$ 116.2593	\$ 9,300.75
	Step 2				\$ 253,910	\$ 21,159	\$ 122.0723	\$ 9,765.78
	Step 3				\$ 266,606	\$ 22,217	\$ 128.1759	\$ 10,254.07
	Step 4				\$ 279,936	\$ 23,328	\$ 134.5847	\$ 10,766.78
	Step 5				\$ 293,933	\$ 24,494	\$ 141.3140	\$ 11,305.12
PUBLIC UTILITIES DEPARTMENT								
8008	General Manager of Public Utilities	E	E	48				
	Step 1				\$ 253,910	\$ 21,159	\$ 122.0723	\$ 9,765.78
	Step 2				\$ 266,606	\$ 22,217	\$ 128.1759	\$ 10,254.07
	Step 3				\$ 279,936	\$ 23,328	\$ 134.5847	\$ 10,766.78
	Step 4				\$ 293,933	\$ 24,494	\$ 141.3140	\$ 11,305.12
	Step 5				\$ 308,630	\$ 25,719	\$ 148.3797	\$ 11,870.37
PUBLIC WORKS DEPARTMENT								
7008	Director of Public Works	E	E	44				
	Step 1				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 2				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 3				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86
	Step 4				\$ 241,819	\$ 20,152	\$ 116.2593	\$ 9,300.75
	Step 5				\$ 253,910	\$ 21,159	\$ 122.0723	\$ 9,765.78

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
International Brotherhood of Electrical Workers (IBEW)
Fiscal Year: 2022-2023
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Exhibit C

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC UTILITIES DEPARTMENT								
Electric Operations Division								
8035	Electric Operator	NE	I	30				
	Step 1				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 2				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 3				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 4				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 5				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
8032	Electric Operator, Senior	NE	I	31				
	Step 1				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 2				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 3				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 4				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 5				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
8049	Electrical Test Technician, Lead	NE	I	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
8053	Electrical Test Technician, Senior	NE	I	31				
	Step 1				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 2				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 3				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 4				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 5				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
8050	Metering Technician	NE	I	29				
	Step 1				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 2				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 3				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 4				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 5				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
8047	Metering Technician, Senior	NE	I	31				
	Step 1				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 2				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 3				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 4				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 5				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8045	Power Plant Operator	NE	I	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
8055	Electrical Test Technician	NE	I	29				
	Step 1				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 2				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 3				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 4				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 5				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
8030	Utilities Dispatcher	NE	I	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
8025	Utilities Dispatcher, Senior	NE	I	34				
	Step 1				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 2				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 3				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 4				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 5				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
8060	Utilities Operations Trainee	NE	I	23				
	Step 1				\$ 74,980	\$ 6,248	\$ 36.0483	\$ 2,883.86
	Step 2				\$ 78,729	\$ 6,561	\$ 37.8507	\$ 3,028.06
	Step 3				\$ 82,666	\$ 6,889	\$ 39.7433	\$ 3,179.46
	Step 4				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 5				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
8031	Utilities Project Coordinator	NE	I	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
Malburg Generation Station Division								
8353	Control Room Operator I	NE	I	29				
	Step 1				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 2				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 3				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 4				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 5				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8355	Control Room Operator II	NE	I	31				
	Step 1				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 2				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 3				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 4				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 5				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
8340	Control Room Operator, Senior	NE	I	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
8375	Field Operator I	NE	I	25				
	Step 1				\$ 82,666	\$ 6,889	\$ 39.7433	\$ 3,179.46
	Step 2				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 3				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 4				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 5				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
8370	Field Operator II	NE	I	27				
	Step 1				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 2				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 3				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 4				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 5				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
8360	Instrument & Controls Technician	NE	I	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
8357	Instrument & Controls Technician, Lead	NE	I	31				
	Step 1				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 2				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 3				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 4				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 5				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
8390	Material Control Administrator	NE	I	22				
	Step 1				\$ 71,410	\$ 5,951	\$ 34.3317	\$ 2,746.54
	Step 2				\$ 74,980	\$ 6,248	\$ 36.0483	\$ 2,883.86
	Step 3				\$ 78,729	\$ 6,561	\$ 37.8507	\$ 3,028.06
	Step 4				\$ 82,666	\$ 6,889	\$ 39.7433	\$ 3,179.46
	Step 5				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8365	Mechanic/Welder	NE	I	26				
	Step 1				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 2				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 3				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 4				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 5				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
8350	Mechanic, Lead	NE	I	30				
	Step 1				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 2				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 3				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 4				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 5				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
8345	Site Safety Administrator/Control Room Operator	NE	I	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
Engineering Division (Public Utilities)								
8135	Electrical Engineering Technician	NE	I	25				
	Step 1				\$ 82,666	\$ 6,889	\$ 39.7433	\$ 3,179.46
	Step 2				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 3				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 4				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 5				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
8130	Associate Electrical Engineer	NE	I	30				
	Step 1				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 2				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 3				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 4				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 5				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
8125	Electrical Engineer	NE	I	35				
	Step 1				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 2				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 3				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 4				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 5				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Gas Division								
8215	Gas Systems Specialist	NE	I	30				
	Step 1				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 2				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 3				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 4				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 5				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
8212	Gas Systems Specialist, Lead	NE	I	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
8220	Gas Systems Technician	NE	I	26				
	Step 1				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 2				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 3				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 4				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 5				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
Resource Planning and Scheduling Division								
8435	Assistant Resource Scheduler	NE	I	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
8430	Associate Resource Scheduler	NE	I	30				
	Step 1				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 2				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 3				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 4				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 5				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
8436	Power Resources Settlement Analyst	NE	I	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8422	Principal Resource Scheduler/Trader	NE	I	34				
	Step 1				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 2				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 3				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 4				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 5				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
8415	Resource Planner	NE	I	35				
	Step 1				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 2				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 3				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 4				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 5				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
8420	Resource Scheduler	NE	I	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95

 {a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
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Mid - Management and Management
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY ADMINISTRATION DEPARTMENT								
1040	Assistant to the City Administrator	E	MM	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
1015	Deputy City Administrator	E	M	40				
	Step 1				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 2				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 3				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 4				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 5				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
1035	Public Information Officer	E	MM	31				
	Step 1				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 2				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 3				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 4				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 5				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
Information Technology Division								
1610	Information Technology Manager	E	MM	37				
	Step 1				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 2				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 3				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 4				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 5				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
1618	Information Technology Project Manager	E	MM	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
CITY ATTORNEY'S OFFICE								
1115	Deputy City Attorney	E	MM	38				
	Step 1				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 2				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 3				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 4				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 5				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1113	Senior Deputy City Attorney	E	M	39				
	Step 1				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 2				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 3				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 4				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 5				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
CITY CLERK DEPARTMENT								
1315	Deputy City Clerk	E	€ MM	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
FINANCE DEPARTMENT								
1220	Assistant Finance Director	E	M	39				
	Step 1				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 2				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 3				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 4				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 5				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
1225	Deputy City Treasurer	E	M	35				
	Step 1				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 2				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 3				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 4				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 5				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
1224	Finance Manager	E	MM	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
1222	Financial Services Administrator	E	MM	34				
	Step 1				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 2				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 3				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 4				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 5				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2015	Deputy Director of Health and Environmental Control	E	M	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
2020	Environmental Health Program Administrator	E	MM	34				
	Step 1				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 2				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 3				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 4				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 5				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
HUMAN RESOURCES DEPARTMENT								
1420	Human Resources Analyst	E	MM	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
1415	Human Resources Analyst, Senior	E	MM	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
1413	Senior Legal & Policy Advisor	E	MM	39				
	Step 1				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 2				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 3				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 4				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 5				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
POLICE DEPARTMENT								
4110	Police Records Manager	E	MM	27				
	Step 1				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 2				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 3				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 4				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 5				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
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Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC UTILITIES DEPARTMENT								
8011	Assistant General Manager of Public Utilities	E	M	43				
	Step 1				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 2				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 3				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 4				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86
	Step 5				\$ 241,819	\$ 20,152	\$ 116.2593	\$ 9,300.75
8311	Assistant General Manager of Generation and Operations	E	M	44				
	Step 1				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 2				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 3				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86
	Step 4				\$ 241,819	\$ 20,152	\$ 116.2593	\$ 9,300.75
	Step 5				\$ 253,910	\$ 21,159	\$ 122.0723	\$ 9,765.78
8016	Planning and Analysis Manager	E	MM	39				
	Step 1				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 2				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 3				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 4				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 5				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
Compliance Division								
8606	Utilities Compliance Administrator	E	MM	35				
	Step 1				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 2				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 3				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 4				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 5				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
Customer Service Division								
8505	Customer Relations and Marketing Manager	E	MM	40				
	Step 1				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 2				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 3				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 4				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 5				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
8710	Business and Account Supervisor	E	MM	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8507	Customer Service Manager	E	MM	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
8515	Key Accounts Administrator	E	MM	34				
	Step 1				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 2				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 3				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 4				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 5				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
8515	Key Accounts Specialist	NE	M	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
8512	Utility Program Administrator	E	MM	34				
	Step 1				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 2				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 3				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 4				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 5				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
Electric Operations Division								
8040	Electric Operations Supervisor	E	MM	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
8320	Maintenance Manager	E	MM	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8316	Operations Manager	E	MM	38				
	Step 1				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 2				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 3				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 4				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 5				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
8015	Utilities Operations Manager	E	MM	41				
	Step 1				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 2				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 3				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 4				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 5				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
8042	Utilities Operations Supervisor	E	MM	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
Engineering Division (Public Utilities)								
8112	Principal Electrical Engineer	E	MM	38				
	Step 1				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 2				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 3				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 4				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 5				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
8110	Utilities Engineering Manager	E	MM	42				
	Step 1				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 2				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 3				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 4				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
	Step 5				\$ 230,304	\$ 19,192	\$ 110.7232	\$ 8,857.86
Gas Division								
8210	Gas Systems Superintendent	E	MM	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Malburg Generation Station Division								
8330	Plant Engineer	E	MM	37				
	Step 1				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 2				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 3				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 4				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 5				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
8362	Utilities Administrative Analyst	E	M	28				
	Step 1				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 2				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 3				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 4				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
	Step 5				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
Resource Planning and Scheduling Division								
8405	Integrated Resources Manager	E	MM	41				
	Step 1				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 2				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 3				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 4				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 5				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
8411	Principal Resource Planner	E	MM	37				
	Step 1				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 2				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 3				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 4				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 5				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
Water Operations Division								
7127	Civil Engineer - Public Utilities	E	MM	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
7905	Water Administrator	E	MM	36				
	Step 1				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 2				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 3				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 4				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 5				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7914	Water Supervisor	E	MM	27				
	Step 1				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 2				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 3				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 4				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 5				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
7911	Water Project Specialist	E	MM	35				
	Step 1				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 2				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 3				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 4				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 5				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
7910	Water Superintendent	E	MM	33				
	Step 1				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 2				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 3				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 4				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95
	Step 5				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
PUBLIC WORKS DEPARTMENT								
7015	Deputy Director of Public Works	E	M	41				
	Step 1				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
	Step 2				\$ 189,472	\$ 15,789	\$ 91.0922	\$ 7,287.37
	Step 3				\$ 198,945	\$ 16,579	\$ 95.6468	\$ 7,651.74
	Step 4				\$ 208,893	\$ 17,408	\$ 100.4292	\$ 8,034.33
	Step 5				\$ 219,337	\$ 18,278	\$ 105.4506	\$ 8,436.05
Building and Planning Division								
7205	Building and Planning Manager	E	MM	37				
	Step 1				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 2				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 3				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 4				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 5				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
Engineering Division (Public Works)								
7118	Civil Engineer	NE	MM	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95



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Classification and Compensation Plan
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Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7115	Principal Civil Engineer	E	MM	37				
	Step 1				\$ 148,456	\$ 12,371	\$ 71.3731	\$ 5,709.84
	Step 2				\$ 155,879	\$ 12,990	\$ 74.9417	\$ 5,995.34
	Step 3				\$ 163,673	\$ 13,639	\$ 78.6888	\$ 6,295.11
	Step 4				\$ 171,856	\$ 14,321	\$ 82.6233	\$ 6,609.86
	Step 5				\$ 180,449	\$ 15,037	\$ 86.7545	\$ 6,940.36
Public Works Operations Division								
7307	Facilities Maintenance Supervisor	E	MM	26				
	Step 1				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 2				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 3				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 4				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 5				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
7515	Fleet Supervisor	E	MM	27				
	Step 1				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 2				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 3				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 4				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
	Step 5				\$ 110,780	\$ 9,232	\$ 53.2597	\$ 4,260.78
7308	Street Maintenance Supervisor	E	MM	26				
	Step 1				\$ 86,799	\$ 7,233	\$ 41.7304	\$ 3,338.43
	Step 2				\$ 91,139	\$ 7,595	\$ 43.8169	\$ 3,505.35
	Step 3				\$ 95,696	\$ 7,975	\$ 46.0078	\$ 3,680.62
	Step 4				\$ 100,481	\$ 8,373	\$ 48.3081	\$ 3,864.65
	Step 5				\$ 105,505	\$ 8,792	\$ 50.7235	\$ 4,057.88
7300	Public Works Superintendent	E	MM	32				
	Step 1				\$ 116,319	\$ 9,693	\$ 55.9227	\$ 4,473.81
	Step 2				\$ 122,135	\$ 10,178	\$ 58.7188	\$ 4,697.50
	Step 3				\$ 128,242	\$ 10,687	\$ 61.6547	\$ 4,932.38
	Step 4				\$ 134,654	\$ 11,221	\$ 64.7375	\$ 5,179.00
	Step 5				\$ 141,387	\$ 11,782	\$ 67.9743	\$ 5,437.95

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Teamsters
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
ADMINISTRATIVE AND CLERICAL GROUP								
1530	Administrative Assistant	NE	G	13				
	Step 1				\$ 47,412	\$ 3,951	\$ 22.7944	\$ 1,823.55
	Step 2				\$ 49,783	\$ 4,149	\$ 23.9341	\$ 1,914.73
	Step 3				\$ 52,272	\$ 4,356	\$ 25.1308	\$ 2,010.47
	Step 4				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 5				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
1520	Administrative Assistant, Senior	NE	G	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
FINANCE DEPARTMENT								
1247	Account Clerk, Senior	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
1234	Assistant Buyer	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
1237	Buyer	NE	G	23				
	Step 1				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 2				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 3				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 4				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 5				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
1246	Finance Specialist	NE	G	15				
	Step 1				\$ 52,272	\$ 4,356	\$ 25.1308	\$ 2,010.47
	Step 2				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 3				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 4				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 5				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74



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1241	Finance Specialist, Senior	NE	G	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2040	Environmental Health Technician	NE	G	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
2035	Environmental Health Specialist	NE	G	24				
	Step 1				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 2				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 3				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 4				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 5				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
2037	Environmental Health Specialist Trainee	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
POLICE DEPARTMENT								
4125	Civilian Court Officer	NE	G	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
4123	Police Community Services Officer	NE	G	16				
	Step 1				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 2				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 3				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 4				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 5				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92



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4130	Police Dispatcher	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
4115	Police Dispatcher, Lead	NE	G	23				
	Step 1				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 2				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 3				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 4				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 5				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
4135	Police Records Technician	NE	G	14				
	Step 1				\$ 49,783	\$ 4,149	\$ 23.9341	\$ 1,914.73
	Step 2				\$ 52,272	\$ 4,356	\$ 25.1308	\$ 2,010.47
	Step 3				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 4				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 5				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
4120	Police Records Technician, Lead	NE	G	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
PUBLIC UTILITIES DEPARTMENT								
Compliance Division								
8615	Utilities Compliance Analyst	NE	G	28				
	Step 1				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 2				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 3				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 4				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 5				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
Customer Service Division								
8530	Utilities Customer Service Representative	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8520	Utilities Customer Service Representative, Senior	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
8512	Utility Program Specialist	NE	G	30				
	Step 1				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 2				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 3				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 4				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 5				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
Electric Operations Division								
8140	Computer Aided Drafting Technician	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
8170	Utilities Maintenance Worker	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
8132	Utilities Program Analyst	NE	G	28				
	Step 1				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 2				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 3				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 4				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 5				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
Resource Planning and Scheduling Division								
8425	Electric Service Planner	NE	G	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62



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Water Operations Division								
7137	Assistant Civil Engineer - Public Utilities	NE	G	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 2				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 3				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 4				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 5				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
7935	Meter Reader	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
7940	Meter Reader, Lead	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
7930	Water Maintenance Worker	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
7922	Water Maintenance Worker, Lead	NE	G	24				
	Step 1				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 2				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 3				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 4				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 5				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
7925	Water Maintenance Worker, Senior	NE	G	22				
	Step 1				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 2				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 3				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 4				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 5				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58



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7920	Water Project Coordinator	E	G	30				
	Step 1				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 2				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 3				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 4				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 5				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
PUBLIC WORKS DEPARTMENT								
Building and Planning Division								
7227	Building Inspector	NE	G	25				
	Step 1				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 2				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 3				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 4				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 5				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
7215	Building Inspector, Senior	NE	G	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
7237	Code Enforcement Officer	NE	G	22				
	Step 1				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 2				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 3				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 4				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 5				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
7225	Electrical Inspector	NE	G	25				
	Step 1				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 2				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 3				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 4				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 5				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
7213	Electrical Inspector, Senior	NE	G	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60



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7250	Permit Technician	NE	G	17				
	Step 1				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 2				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 3				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 4				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 5				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
7245	Permit Technician, Senior	NE	G	19				
	Step 1				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 2				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 3				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 4				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 5				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
7220	Assistant Planner	NE	G	22				
	Step 1				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 2				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 3				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 4				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 5				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
7235	Plumbing and Mechanical Inspector	NE	G	25				
	Step 1				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 2				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 3				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 4				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 5				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
7217	Plumbing and Mechanical Inspector, Senior	NE	G	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
Engineering Division (Public Works)								
7140	Assistant Engineer	NE	G	25				
	Step 1				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 2				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 3				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 4				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 5				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
7135	Associate Engineer	NE	G	29				
	Step 1				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 2				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 3				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 4				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 5				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43



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7145	Engineering Aide	NE	G	21				
	Step 1				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 2				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 3				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 4				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 5				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
7120	Project Engineer	NE	G	31				
	Step 1				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 2				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 3				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 4				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 5				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
7126	Public Works Inspector	NE	G	21				
	Step 1				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 2				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 3				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 4				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 5				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
7124	Public Works Inspector, Senior	NE	G	23				
	Step 1				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 2				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 3				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 4				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 5				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
Facilities Maintenance Division								
7720	Facilities Maintenance Worker	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
7735	Facilities Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 2				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 3				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 4				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 5				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
7730	Facilities Maintenance Worker, Senior	NE	G	20				
	Step 1				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 2				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 3				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 4				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 5				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90



City of Vernon
Classification and Compensation Plan
Teamsters
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Garage Division								
7530	Mechanic	NE	G	19				
	Step 1				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 2				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 3				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 4				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 5				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
7520	Mechanic, Lead	NE	G	25				
	Step 1				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 2				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 3				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 4				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 5				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
7525	Mechanic, Senior	NE	G	21				
	Step 1				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 2				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 3				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 4				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 5				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
Street Maintenance Division								
7430	Street Maintenance Worker	NE	G	15				
	Step 1				\$ 52,272	\$ 4,356	\$ 25.1308	\$ 2,010.47
	Step 2				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 3				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 4				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 5				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
7427	Street Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 2				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 3				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
	Step 4				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 5				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
7425	Street Maintenance Worker, Senior	NE	G	19				
	Step 1				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 2				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 3				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 4				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 5				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38



City of Vernon
Classification and Compensation Plan
Teamsters
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Warehouse Division								
7630	Warehouse Worker	NE	G	16				
	Step 1				\$ 54,886	\$ 4,574	\$ 26.3874	\$ 2,110.99
	Step 2				\$ 57,630	\$ 4,803	\$ 27.7067	\$ 2,216.54
	Step 3				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 4				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 5				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
7620	Warehouse Worker, Lead	NE	G	21				
	Step 1				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 2				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
	Step 3				\$ 77,230	\$ 6,436	\$ 37.1297	\$ 2,970.38
	Step 4				\$ 81,091	\$ 6,758	\$ 38.9862	\$ 3,118.90
	Step 5				\$ 85,146	\$ 7,095	\$ 40.9355	\$ 3,274.84
7625	Warehouse Worker, Senior	NE	G	18				
	Step 1				\$ 60,512	\$ 5,043	\$ 29.0921	\$ 2,327.37
	Step 2				\$ 63,537	\$ 5,295	\$ 30.5467	\$ 2,443.74
	Step 3				\$ 66,714	\$ 5,560	\$ 32.0740	\$ 2,565.92
	Step 4				\$ 70,050	\$ 5,837	\$ 33.6778	\$ 2,694.22
	Step 5				\$ 73,552	\$ 6,129	\$ 35.3616	\$ 2,828.93
Public Works Operations Division								
7130	Public Works Project Coordinator	NE	G	30				
	Step 1				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 2				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 3				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 4				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 5				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Vernon Police Management Association (VPMA)
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit F

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4015	Police Captain	E	PM	40				
	Step 1				\$ 162,038	\$ 13,503	\$ 77.9028	\$ 6,232.23
	Step 2				\$ 170,140	\$ 14,178	\$ 81.7980	\$ 6,543.84
	Step 3				\$ 178,647	\$ 14,887	\$ 85.8879	\$ 6,871.03
	Step 4				\$ 187,579	\$ 15,632	\$ 90.1823	\$ 7,214.58
	Step 5				\$ 196,958	\$ 16,413	\$ 94.6914	\$ 7,575.31
4020	Police Lieutenant	NE	PM	37				
	Step 1				\$ 139,974	\$ 11,665	\$ 67.2954	\$ 5,383.63
	Step 2				\$ 146,973	\$ 12,248	\$ 70.6602	\$ 5,652.81
	Step 3				\$ 154,322	\$ 12,860	\$ 74.1932	\$ 5,935.45
	Step 4				\$ 162,038	\$ 13,503	\$ 77.9028	\$ 6,232.23
	Step 5				\$ 170,140	\$ 14,178	\$ 81.7980	\$ 6,543.84

e:



City of Vernon
Classification and Compensation Plan
Vernon Police Officer's Benefit Association (VPOBA)
Fiscal Year: 2022-2023
Effective July 3, 2022
Exhibit G

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4030	Police Officer	NE	PO	26				
	Step 1				\$ 81,840	\$ 6,820	\$ 39.3463	\$ 3,147.71
	Step 2				\$ 85,932	\$ 7,161	\$ 41.3136	\$ 3,305.09
	Step 3				\$ 90,229	\$ 7,519	\$ 43.3793	\$ 3,470.34
	Step 4				\$ 94,740	\$ 7,895	\$ 45.5483	\$ 3,643.86
	Step 5				\$ 99,477	\$ 8,290	\$ 47.8257	\$ 3,826.05
4030	Police Officer	NE	PO	27				
	Step 1				\$ 85,932	\$ 7,161	\$ 41.3136	\$ 3,305.09
	Step 2				\$ 90,229	\$ 7,519	\$ 43.3793	\$ 3,470.34
	Step 3				\$ 94,740	\$ 7,895	\$ 45.5483	\$ 3,643.86
	Step 4				\$ 99,477	\$ 8,290	\$ 47.8257	\$ 3,826.05
	Step 5				\$ 104,451	\$ 8,704	\$ 50.2169	\$ 4,017.36
4025	Police Sergeant	NE	PO	31				
	Step 1				\$ 104,451	\$ 8,704	\$ 50.2169	\$ 4,017.36
	Step 2				\$ 109,674	\$ 9,139	\$ 52.7278	\$ 4,218.22
	Step 3				\$ 115,157	\$ 9,596	\$ 55.3641	\$ 4,429.13
	Step 4				\$ 120,915	\$ 10,076	\$ 58.1323	\$ 4,650.59
	Step 5				\$ 126,961	\$ 10,580	\$ 61.0389	\$ 4,883.11
4025	Police Sergeant	NE	PO	32				
	Step 1				\$ 109,674	\$ 9,139	\$ 52.7278	\$ 4,218.22
	Step 2				\$ 115,157	\$ 9,596	\$ 55.3641	\$ 4,429.13
	Step 3				\$ 120,915	\$ 10,076	\$ 58.1323	\$ 4,650.59
	Step 4				\$ 126,961	\$ 10,580	\$ 61.0389	\$ 4,883.11
	Step 5				\$ 133,309	\$ 11,109	\$ 64.0908	\$ 5,127.27

{a) - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials and Unclassified
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY COUNCIL								
1025	Council Member	E	O	01	\$ 31,687	\$ 2,641	N/A	\$ 1,218.73
1030	Mayor	E	O	01	\$ 31,687	\$ 2,641	N/A	\$ 1,218.73
Information Technology Division								
1625	Information Technology Analyst	NE	C	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
1620	Information Technology Analyst, Senior	NE	C	30				
	Step 1				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 2				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 3				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 4				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 5				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
1630	Information Technology Technician	NE	C	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
CITY ATTORNEY'S OFFICE								
1507	Executive Legal Secretary	NE	C	23				
	Step 1				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 2				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 3				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 4				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 5				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
1495	Legal Administrative Analyst	NE	C	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials and Unclassified
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY CLERK DEPARTMENT								
1320	Records Management Assistant	NE	C	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
ADMINISTRATIVE AND CLERICAL GROUP								
1532	Administrative Aide	NE	U	T11				
	Step 1				\$ 44,294	\$ 3,691	\$ 21.2954	\$ 1,703.63
	Step 2				\$ 46,509	\$ 3,876	\$ 22.3602	\$ 1,788.81
	Step 3				\$ 48,835	\$ 4,070	\$ 23.4782	\$ 1,878.25
	Step 4				\$ 51,276	\$ 4,273	\$ 24.6521	\$ 1,972.17
	Step 5				\$ 53,840	\$ 4,487	\$ 25.8847	\$ 2,070.78
1530	Administrative Assistant, (Confidential)	NE	C	13				
	Step 1				\$ 48,835	\$ 4,070	\$ 23.4782	\$ 1,878.25
	Step 2				\$ 51,276	\$ 4,273	\$ 24.6521	\$ 1,972.17
	Step 3				\$ 53,840	\$ 4,487	\$ 25.8847	\$ 2,070.78
	Step 4				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 5				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
1520	Administrative Assistant, Senior (Confidential)	NE	C	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
1510	Administrative Secretary	NE	C	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
1500	Executive Assistant to the City Administrator	NE	C	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials and Unclassified
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1490	Administrative Analyst	NE	C	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
1535	Administrative Intern	NE	U	Hourly				
	Step 1						\$ 18.50	
FINANCE DEPARTMENT								
1240	Accountant	NE	C	22				
	Step 1				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 2				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 3				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 4				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 5				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
1230	Accountant, Senior	NE	C	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
1239	Payroll Analyst	NE	C	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
1245	Payroll Specialist	NE	C	19				
	Step 1				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 2				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 3				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 4				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 5				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials and Unclassified
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2022	Environmental Specialist, Temporary	NE	U	T26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 6				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 7				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 8				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
2045	Environmental Health Intern	NE	U	Hourly				
	Step 1						\$ 18.50	
HUMAN RESOURCES DEPARTMENT								
1425	Human Resources Assistant	NE	C	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
POLICE DEPARTMENT								
4035	Police Officer Recruit	NE	U	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
4145	Reserve Police Officer	NE	U	Stipend				
	Step 1				\$ 3,600			
PUBLIC UTILITIES DEPARTMENT								
8612	Utilities Strategic Planning Coordinator	NE	C	30				
	Step 1				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 2				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 3				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 4				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 5				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Executives
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
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CITY ADMINISTRATION DEPARTMENT

1010	City Administrator	E	E	50				
	Step 1				\$ 286,934	\$ 23,911	\$ 137.9491	\$ 11,035.92
	Step 2				\$ 301,281	\$ 25,107	\$ 144.8465	\$ 11,587.72
	Step 3				\$ 316,345	\$ 26,362	\$ 152.0889	\$ 12,167.11
	Step 4				\$ 332,162	\$ 27,680	\$ 159.6933	\$ 12,775.46
	Step 5				\$ 348,770	\$ 29,064	\$ 167.6780	\$ 13,414.24

CITY ATTORNEY'S OFFICE

1110	City Attorney	E	E	49				
	Step 1				\$ 273,270	\$ 22,773	\$ 131.3800	\$ 10,510.40
	Step 2				\$ 286,934	\$ 23,911	\$ 137.9491	\$ 11,035.92
	Step 3				\$ 301,281	\$ 25,107	\$ 144.8465	\$ 11,587.72
	Step 4				\$ 316,345	\$ 26,362	\$ 152.0889	\$ 12,167.11
	Step 5				\$ 332,162	\$ 27,680	\$ 159.6933	\$ 12,775.46

CITY CLERK DEPARTMENT

1310	City Clerk	E	E	41				
	Step 1				\$ 184,960	\$ 15,413	\$ 88.9232	\$ 7,113.85
	Step 2				\$ 194,208	\$ 16,184	\$ 93.3693	\$ 7,469.55
	Step 3				\$ 203,919	\$ 16,993	\$ 98.0378	\$ 7,843.02
	Step 4				\$ 214,115	\$ 17,843	\$ 102.9397	\$ 8,235.18
	Step 5				\$ 224,820	\$ 18,735	\$ 108.0867	\$ 8,646.93

FINANCE DEPARTMENT

1210	Director of Finance/City Treasurer	E	E	44				
	Step 1				\$ 214,115	\$ 17,843	\$ 102.9397	\$ 8,235.18
	Step 2				\$ 224,820	\$ 18,735	\$ 108.0867	\$ 8,646.93
	Step 3				\$ 236,061	\$ 19,672	\$ 113.4910	\$ 9,079.28
	Step 4				\$ 247,864	\$ 20,655	\$ 119.1655	\$ 9,533.24
	Step 5				\$ 260,258	\$ 21,688	\$ 125.1238	\$ 10,009.91

HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT

2010	Director of Health and Environmental Control	E	E	43				
	Step 1				\$ 203,919	\$ 16,993	\$ 98.0378	\$ 7,843.02
	Step 2				\$ 214,115	\$ 17,843	\$ 102.9397	\$ 8,235.18
	Step 3				\$ 224,820	\$ 18,735	\$ 108.0867	\$ 8,646.93
	Step 4				\$ 236,061	\$ 19,672	\$ 113.4910	\$ 9,079.28
	Step 5				\$ 247,864	\$ 20,655	\$ 119.1655	\$ 9,533.24

HUMAN RESOURCES DEPARTMENT

1410	Director of Human Resources	E	E	42				
	Step 1				\$ 194,208	\$ 16,184	\$ 93.3693	\$ 7,469.55
	Step 2				\$ 203,919	\$ 16,993	\$ 98.0378	\$ 7,843.02
	Step 3				\$ 214,115	\$ 17,843	\$ 102.9397	\$ 8,235.18
	Step 4				\$ 224,820	\$ 18,735	\$ 108.0867	\$ 8,646.93
	Step 5				\$ 236,061	\$ 19,672	\$ 113.4910	\$ 9,079.28



City of Vernon
Classification and Compensation Plan
Executives
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4010	Police Chief	E	E	47				
	Step 1				\$ 247,864	\$ 20,655	\$ 119.1655	\$ 9,533.24
	Step 2				\$ 260,258	\$ 21,688	\$ 125.1238	\$ 10,009.91
	Step 3				\$ 273,270	\$ 22,773	\$ 131.3800	\$ 10,510.40
	Step 4				\$ 286,934	\$ 23,911	\$ 137.9491	\$ 11,035.92
	Step 5				\$ 301,281	\$ 25,107	\$ 144.8465	\$ 11,587.72
PUBLIC UTILITIES DEPARTMENT								
8008	General Manager of Public Utilities	E	E	48				
	Step 1				\$ 260,258	\$ 21,688	\$ 125.1238	\$ 10,009.91
	Step 2				\$ 273,270	\$ 22,773	\$ 131.3800	\$ 10,510.40
	Step 3				\$ 286,934	\$ 23,911	\$ 137.9491	\$ 11,035.92
	Step 4				\$ 301,281	\$ 25,107	\$ 144.8465	\$ 11,587.72
	Step 5				\$ 316,345	\$ 26,362	\$ 152.0889	\$ 12,167.11
PUBLIC WORKS DEPARTMENT								
7008	Director of Public Works	E	E	44				
	Step 1				\$ 214,115	\$ 17,843	\$ 102.9397	\$ 8,235.18
	Step 2				\$ 224,820	\$ 18,735	\$ 108.0867	\$ 8,646.93
	Step 3				\$ 236,061	\$ 19,672	\$ 113.4910	\$ 9,079.28
	Step 4				\$ 247,864	\$ 20,655	\$ 119.1655	\$ 9,533.24
	Step 5				\$ 260,258	\$ 21,688	\$ 125.1238	\$ 10,009.91

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
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CITY ADMINISTRATION DEPARTMENT

1040 Assistant to the City Administrator	E	MM	33					
Step 1				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43	
Step 2				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35	
Step 3				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36	
Step 4				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08	
Step 5				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14	
1015 Deputy City Administrator	E	M	40					
Step 1				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15	
Step 2				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56	
Step 3				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99	
Step 4				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29	
Step 5				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35	
1035 Public Information Officer	E	MM	31					
Step 1				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60	
Step 2				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03	
Step 3				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43	
Step 4				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35	
Step 5				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36	

Information Technology Division

1610 Information Technology Manager	E	MM	37					
Step 1				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14	
Step 2				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19	
Step 3				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95	
Step 4				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15	
Step 5				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56	
1618 Information Technology Project Manager	E	MM	32					
Step 1				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03	
Step 2				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43	
Step 3				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35	
Step 4				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36	
Step 5				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08	

CITY ATTORNEY'S OFFICE

1115 Deputy City Attorney	E	MM	38					
Step 1				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19	
Step 2				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95	
Step 3				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15	
Step 4				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56	
Step 5				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99	



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1113	Senior Deputy City Attorney	E	M	39				
	Step 1				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 2				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 3				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 4				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 5				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
CITY CLERK DEPARTMENT								
1315	Deputy City Clerk	E	MM	28				
	Step 1				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 2				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 3				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 4				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 5				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
FINANCE DEPARTMENT								
1220	Assistant Finance Director	E	M	39				
	Step 1				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 2				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 3				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 4				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 5				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
1225	Deputy City Treasurer	E	M	35				
	Step 1				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 2				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 3				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 4				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 5				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
1224	Finance Manager	E	MM	33				
	Step 1				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 2				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 3				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 4				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 5				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
1222	Financial Services Administrator	E	MM	34				
	Step 1				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 2				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 3				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 4				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 5				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
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HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT

2015	Deputy Director of Health and Environmental Control	E	M	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
2020	Environmental Health Program Administrator	E	MM	34				
	Step 1				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 2				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 3				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 4				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 5				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19

HUMAN RESOURCES DEPARTMENT

1420	Human Resources Analyst	E	MM	28				
	Step 1				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 2				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 3				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 4				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
	Step 5				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
1415	Human Resources Analyst, Senior	E	MM	33				
	Step 1				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 2				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 3				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 4				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 5				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
1413	Senior Legal & Policy Advisor	E	MM	39				
	Step 1				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 2				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 3				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 4				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 5				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29

POLICE DEPARTMENT

4110	Police Records Manager	E	MM	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC UTILITIES DEPARTMENT								
8011	Assistant General Manager of Public Utilities	E	M	43				
	Step 1				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
	Step 2				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
	Step 3				\$ 225,917	\$ 18,826	\$ 108.6140	\$ 8,689.12
	Step 4				\$ 237,213	\$ 19,768	\$ 114.0447	\$ 9,123.58
	Step 5				\$ 249,074	\$ 20,756	\$ 119.7470	\$ 9,579.76
8311	Assistant General Manager of Generation and Operations	E	M	44				
	Step 1				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
	Step 2				\$ 225,917	\$ 18,826	\$ 108.6140	\$ 8,689.12
	Step 3				\$ 237,213	\$ 19,768	\$ 114.0447	\$ 9,123.58
	Step 4				\$ 249,074	\$ 20,756	\$ 119.7470	\$ 9,579.76
	Step 5				\$ 261,527	\$ 21,794	\$ 125.7343	\$ 10,058.75
8016	Planning and Analysis Manager	E	MM	39				
	Step 1				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 2				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 3				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 4				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 5				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
Compliance Division								
8606	Utilities Compliance Administrator	E	MM	35				
	Step 1				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 2				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 3				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 4				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 5				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
Customer Service Division								
8505	Customer Relations and Marketing Manager	E	MM	40				
	Step 1				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 2				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 3				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 4				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
	Step 5				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
8710	Business and Account Supervisor	E	MM	32				
	Step 1				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 2				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 3				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 4				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 5				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8507	Customer Service Manager	E	MM	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
8515	Key Accounts Administrator	E	MM	34				
	Step 1				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 2				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 3				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 4				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 5				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
8512	Utility Program Administrator	E	MM	34				
	Step 1				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 2				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 3				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 4				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 5				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
Electric Operations Division								
8040	Electric Operations Supervisor	E	MM	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
8320	Maintenance Manager	E	MM	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
8316	Operations Manager	E	MM	38				
	Step 1				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 2				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 3				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 4				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 5				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
8015	Utilities Operations Manager	E	MM	41				
	Step 1				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 2				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 3				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
	Step 4				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
	Step 5				\$ 225,917	\$ 18,826	\$ 108.6140	\$ 8,689.12



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8042	Utilities Operations Supervisor	E	MM	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
Engineering Division (Public Utilities)								
8112	Principal Electrical Engineer	E	MM	38				
	Step 1				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 2				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 3				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 4				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 5				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
8110	Utilities Engineering Manager	E	MM	42				
	Step 1				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 2				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
	Step 3				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
	Step 4				\$ 225,917	\$ 18,826	\$ 108.6140	\$ 8,689.12
	Step 5				\$ 237,213	\$ 19,768	\$ 114.0447	\$ 9,123.58
Gas Division								
8210	Gas Systems Superintendent	E	MM	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
Malburg Generation Station Division								
8330	Plant Engineer	E	MM	37				
	Step 1				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 2				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 3				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 4				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 5				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
Resource Planning and Scheduling Division								
8405	Integrated Resources Manager	E	MM	41				
	Step 1				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 2				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 3				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
	Step 4				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
	Step 5				\$ 225,917	\$ 18,826	\$ 108.6140	\$ 8,689.12



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8411	Principal Resource Planner	E	MM	37				
	Step 1				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 2				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 3				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 4				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 5				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
Water Operations Division								
7127	Civil Engineer - Public Utilities	E	MM	32				
	Step 1				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 2				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 3				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 4				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 5				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
7905	Water Administrator	E	MM	36				
	Step 1				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 2				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 3				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 4				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 5				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
7914	Water Supervisor	E	MM	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60
7911	Water Project Specialist	E	MM	35				
	Step 1				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 2				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 3				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 4				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 5				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
7910	Water Superintendent	E	MM	33				
	Step 1				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 2				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 3				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 4				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08
	Step 5				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
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Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
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PUBLIC WORKS DEPARTMENT

7015	Deputy Director of Public Works	E	M	41				
	Step 1				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56
	Step 2				\$ 195,156	\$ 16,263	\$ 93.8248	\$ 7,505.99
	Step 3				\$ 204,913	\$ 17,076	\$ 98.5161	\$ 7,881.29
	Step 4				\$ 215,159	\$ 17,930	\$ 103.4419	\$ 8,275.35
	Step 5				\$ 225,917	\$ 18,826	\$ 108.6140	\$ 8,689.12

Building and Planning Division

7205	Building and Planning Manager	E	MM	37				
	Step 1				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 2				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 3				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 4				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 5				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56

Engineering Division (Public Works)

7118	Civil Engineer	E	MM	32				
	Step 1				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 2				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 3				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 4				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 5				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08

7115	Principal Civil Engineer	E	MM	37				
	Step 1				\$ 152,910	\$ 12,742	\$ 73.5142	\$ 5,881.14
	Step 2				\$ 160,555	\$ 13,380	\$ 77.1899	\$ 6,175.19
	Step 3				\$ 168,583	\$ 14,049	\$ 81.0494	\$ 6,483.95
	Step 4				\$ 177,012	\$ 14,751	\$ 85.1019	\$ 6,808.15
	Step 5				\$ 185,862	\$ 15,489	\$ 89.3570	\$ 7,148.56

Public Works Operations Division

7307	Facilities Maintenance Supervisor	E	MM	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62

7515	Fleet Supervisor	E	MM	27				
	Step 1				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 2				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 3				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 4				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
	Step 5				\$ 114,104	\$ 9,509	\$ 54.8575	\$ 4,388.60



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7308	Street Maintenance Supervisor	E	MM	26				
	Step 1				\$ 89,403	\$ 7,450	\$ 42.9823	\$ 3,438.58
	Step 2				\$ 93,873	\$ 7,823	\$ 45.1314	\$ 3,610.51
	Step 3				\$ 98,567	\$ 8,214	\$ 47.3879	\$ 3,791.04
	Step 4				\$ 103,495	\$ 8,625	\$ 49.7574	\$ 3,980.59
	Step 5				\$ 108,670	\$ 9,056	\$ 52.2452	\$ 4,179.62
7300	Public Works Superintendent	E	MM	32				
	Step 1				\$ 119,809	\$ 9,984	\$ 57.6003	\$ 4,608.03
	Step 2				\$ 125,799	\$ 10,483	\$ 60.4803	\$ 4,838.43
	Step 3				\$ 132,089	\$ 11,007	\$ 63.5043	\$ 5,080.35
	Step 4				\$ 138,693	\$ 11,558	\$ 66.6796	\$ 5,334.36
	Step 5				\$ 145,628	\$ 12,136	\$ 70.0135	\$ 5,601.08

 {a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Teamsters
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
ADMINISTRATIVE AND CLERICAL GROUP								
1530	Administrative Assistant	NE	G	13				
	Step 1				\$ 48,835	\$ 4,070	\$ 23.4782	\$ 1,878.25
	Step 2				\$ 51,276	\$ 4,273	\$ 24.6521	\$ 1,972.17
	Step 3				\$ 53,840	\$ 4,487	\$ 25.8847	\$ 2,070.78
	Step 4				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 5				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
1520	Administrative Assistant, Senior	NE	G	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
FINANCE DEPARTMENT								
1247	Account Clerk, Senior	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
1234	Assistant Buyer	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
1237	Buyer	NE	G	23				
	Step 1				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 2				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 3				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 4				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 5				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
1246	Finance Specialist	NE	G	15				
	Step 1				\$ 53,840	\$ 4,487	\$ 25.8847	\$ 2,070.78
	Step 2				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 3				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 4				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 5				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1241	Finance Specialist, Senior	NE	G	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2040	Environmental Health Technician	NE	G	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
2035	Environmental Health Specialist	NE	G	24				
	Step 1				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 2				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 3				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 4				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 5				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
2037	Environmental Health Specialist Trainee	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
POLICE DEPARTMENT								
4125	Civilian Court Officer	NE	G	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
4123	Police Community Services Officer	NE	G	16				
	Step 1				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 2				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 3				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 4				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 5				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
4130	Police Dispatcher	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
4115	Police Dispatcher, Lead	NE	G	23				
	Step 1				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 2				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 3				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 4				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 5				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
4135	Police Records Technician	NE	G	14				
	Step 1				\$ 51,276	\$ 4,273	\$ 24.6521	\$ 1,972.17
	Step 2				\$ 53,840	\$ 4,487	\$ 25.8847	\$ 2,070.78
	Step 3				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 4				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 5				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
4120	Police Records Technician, Lead	NE	G	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
PUBLIC UTILITIES DEPARTMENT								
Compliance Division								
8615	Utilities Compliance Analyst	NE	G	28				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
Customer Service Division								
8530	Utilities Customer Service Representative	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8520	Utilities Customer Service Representative, Senior	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
Electric Operations Division								
8140	Computer Aided Drafting Technician	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
8070	Utilities Maintenance Worker	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
8132	Utilities Program Analyst	NE	G	28				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
Resource Planning and Scheduling Division								
8425	Electric Service Planner	NE	G	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
Water Operations Division								
7137	Assistant Civil Engineer - Public Utilities	NE	G	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 2				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 3				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 4				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 5				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
7935	Meter Reader	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
7940	Meter Reader, Lead	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
7930	Water Maintenance Worker	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
7922	Water Maintenance Worker, Lead	NE	G	24				
	Step 1				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 2				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 3				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 4				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 5				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
7925	Water Maintenance Worker, Senior	NE	G	22				
	Step 1				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 2				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 3				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 4				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 5				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
7920	Water Project Coordinator	E	G	30				
	Step 1				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 2				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 3				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 4				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 5				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC WORKS DEPARTMENT								
Building and Planning Division								
7227	Building Inspector	NE	G	25				
	Step 1				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 2				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 3				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 4				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 5				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
7215	Building Inspector, Senior	NE	G	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
7237	Code Enforcement Officer	NE	G	22				
	Step 1				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 2				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 3				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 4				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 5				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
7225	Electrical Inspector	NE	G	25				
	Step 1				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 2				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 3				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 4				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 5				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
7213	Electrical Inspector, Senior	NE	G	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
7250	Permit Technician	NE	G	17				
	Step 1				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 2				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 3				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 4				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 5				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
7245	Permit Technician, Senior	NE	G	19				
	Step 1				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 2				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 3				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 4				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 5				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47



City of Vernon
Classification and Compensation Plan
Teamsters
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7220	Assistant Planner	NE	G	22				
	Step 1				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 2				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 3				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 4				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 5				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
7235	Plumbing and Mechanical Inspector	NE	G	25				
	Step 1				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 2				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 3				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 4				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 5				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
7217	Plumbing and Mechanical Inspector, Senior	NE	G	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
Engineering Division (Public Works)								
7140	Assistant Engineer	NE	G	25				
	Step 1				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 2				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 3				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 4				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 5				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
7135	Associate Engineer	NE	G	29				
	Step 1				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 2				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 3				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 4				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 5				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 2				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 3				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 4				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 5				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
7120	Project Engineer	NE	G	31				
	Step 1				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 2				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 3				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 4				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 5				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7426	Public Works Inspector	NE	G	21				
	Step 1				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 2				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 3				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 4				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 5				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
7424	Public Works Inspector, Senior	NE	G	23				
	Step 1				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 2				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 3				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 4				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 5				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
Facilities Maintenance Division								
7720	Facilities Maintenance Worker	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
7735	Facilities Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 2				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 3				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 4				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 5				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
7730	Facilities Maintenance Worker, Senior	NE	G	20				
	Step 1				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 2				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 3				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 4				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 5				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
Garage Division								
7530	Mechanic	NE	G	19				
	Step 1				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 2				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 3				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 4				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 5				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47



City of Vernon
Classification and Compensation Plan
Teamsters
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7520	Mechanic, Lead	NE	G	25				
	Step 1				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 2				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 3				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 4				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 5				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
7525	Mechanic, Senior	NE	G	21				
	Step 1				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 2				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 3				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 4				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 5				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
Street Maintenance Division								
7430	Street Maintenance Worker	NE	G	15				
	Step 1				\$ 53,840	\$ 4,487	\$ 25.8847	\$ 2,070.78
	Step 2				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 3				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 4				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 5				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
7427	Street Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 2				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 3				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
	Step 4				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 5				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
7425	Street Maintenance Worker, Senior	NE	G	19				
	Step 1				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 2				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 3				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 4				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 5				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
Warehouse Division								
7630	Warehouse Worker	NE	G	16				
	Step 1				\$ 56,532	\$ 4,711	\$ 27.1789	\$ 2,174.31
	Step 2				\$ 59,359	\$ 4,947	\$ 28.5378	\$ 2,283.03
	Step 3				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 4				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 5				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7620	Warehouse Worker, Lead	NE	G	21				
	Step 1				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 2				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
	Step 3				\$ 79,546	\$ 6,629	\$ 38.2434	\$ 3,059.47
	Step 4				\$ 83,524	\$ 6,960	\$ 40.1556	\$ 3,212.45
	Step 5				\$ 87,700	\$ 7,308	\$ 42.1634	\$ 3,373.07
7625	Warehouse Worker, Senior	NE	G	18				
	Step 1				\$ 62,327	\$ 5,194	\$ 29.9648	\$ 2,397.18
	Step 2				\$ 65,443	\$ 5,454	\$ 31.4630	\$ 2,517.04
	Step 3				\$ 68,715	\$ 5,726	\$ 33.0361	\$ 2,642.89
	Step 4				\$ 72,151	\$ 6,013	\$ 34.6879	\$ 2,775.03
	Step 5				\$ 75,758	\$ 6,313	\$ 36.4223	\$ 2,913.78
Public Works Operations Division								
7130	Public Works Project Coordinator	NE	G	30				
	Step 1				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 2				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 3				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 4				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 5				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Vernon Police Officer's Benefit Association (VPOBA)
Fiscal Year: 2023-2024
Effective July 2, 2023
Exhibit G

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4030	Police Officer	NE	PO	27				
	Step 1				\$ 88,511	\$ 7,376	\$ 42.5535	\$ 3,404.28
	Step 2				\$ 92,937	\$ 7,745	\$ 44.6812	\$ 3,574.50
	Step 3				\$ 97,584	\$ 8,132	\$ 46.9153	\$ 3,753.22
	Step 4				\$ 102,463	\$ 8,539	\$ 49.2610	\$ 3,940.88
	Step 5				\$ 107,586	\$ 8,966	\$ 51.7241	\$ 4,137.93
4025	Police Sergeant	NE	PO	32				
	Step 1				\$ 112,965	\$ 9,414	\$ 54.3103	\$ 4,344.83
	Step 2				\$ 118,614	\$ 9,884	\$ 57.0258	\$ 4,562.07
	Step 3				\$ 124,544	\$ 10,379	\$ 59.8771	\$ 4,790.17
	Step 4				\$ 130,772	\$ 10,898	\$ 62.8710	\$ 5,029.68
	Step 5				\$ 137,310	\$ 11,443	\$ 66.0145	\$ 5,281.16

 {a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
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Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY COUNCIL								
1025	Council Member	E	O	01	\$ 32,637	\$ 2,720	N/A	\$ 1,255.29
1030	Mayor	E	O	01	\$ 32,637	\$ 2,720	N/A	\$ 1,255.29
Information Technology Division								
1625	Information Technology Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1620	Information Technology Analyst, Senior	NE	C	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
1630	Information Technology Technician	NE	C	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
CITY ATTORNEY'S OFFICE								
1507	Executive Legal Secretary	NE	C	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
1495	Legal Administrative Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
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Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY CLERK DEPARTMENT								
1320	Records Management Assistant	NE	C	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
ADMINISTRATIVE AND CLERICAL GROUP								
1532	Administrative Aide	NE	U	T11				
	Step 1				\$ 45,623	\$ 3,802	\$ 21.9342	\$ 1,754.74
	Step 2				\$ 47,904	\$ 3,992	\$ 23.0309	\$ 1,842.48
	Step 3				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 4				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 5				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
1530	Administrative Assistant, (Confidential)	NE	C	13				
	Step 1				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 2				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 3				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 4				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 5				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
1520	Administrative Assistant, Senior (Confidential)	NE	C	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
1510	Administrative Secretary	NE	C	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1500	Executive Assistant to the City Administrator	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1490	Administrative Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1535	Administrative Intern	NE	U	Hourly				
	Step 1						\$ 18.50	
FINANCE DEPARTMENT								
1240	Accountant	NE	C	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
1230	Accountant, Senior	NE	C	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
1239	Payroll Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1245	Payroll Specialist	NE	C	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26



City of Vernon
Classification and Compensation Plan
Confidential, Elected Officials, and Unclassified
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit A

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2022	Environmental Specialist, Temporary	NE	U	T26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 6				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 7				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 8				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
2045	Environmental Health Intern	NE	U	Hourly				
	Step 1						\$ 18.50	
HUMAN RESOURCES DEPARTMENT								
1425	Human Resources Assistant	NE	C	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
POLICE DEPARTMENT								
4035	Police Officer Recruit	NE	U	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
4145	Reserve Police Officer	NE	U	Stipend				
	Step 1				\$ 3,600			
PUBLIC UTILITIES DEPARTMENT								
8612	Utilities Strategic Planning Coordinator	NE	C	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Executives
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY ADMINISTRATION DEPARTMENT								
1010	City Administrator	E	E	50				
	Step 1				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 2				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
	Step 3				\$ 324,253	\$ 27,021	\$ 155.8911	\$ 12,471.29
	Step 4				\$ 340,466	\$ 28,372	\$ 163.6857	\$ 13,094.85
	Step 5				\$ 357,489	\$ 29,791	\$ 171.8699	\$ 13,749.60
CITY ATTORNEY'S OFFICE								
1110	City Attorney	E	E	49				
	Step 1				\$ 280,102	\$ 23,342	\$ 134.6646	\$ 10,773.17
	Step 2				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 3				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
	Step 4				\$ 324,253	\$ 27,021	\$ 155.8911	\$ 12,471.29
	Step 5				\$ 340,466	\$ 28,372	\$ 163.6857	\$ 13,094.85
CITY CLERK DEPARTMENT								
1310	City Clerk	E	E	41				
	Step 1				\$ 189,584	\$ 15,799	\$ 91.1463	\$ 7,291.70
	Step 2				\$ 199,063	\$ 16,589	\$ 95.7036	\$ 7,656.29
	Step 3				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 4				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 5				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
FINANCE DEPARTMENT								
1210	Director of Finance/City Treasurer	E	E	44				
	Step 1				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 2				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 3				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
	Step 4				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
	Step 5				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2010	Director of Health and Environmental Control	E	E	43				
	Step 1				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 2				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 3				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 4				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
	Step 5				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
HUMAN RESOURCES DEPARTMENT								
1410	Director of Human Resources	E	E	42				
	Step 1				\$ 199,063	\$ 16,589	\$ 95.7036	\$ 7,656.29
	Step 2				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 3				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 4				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 5				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26



City of Vernon
Classification and Compensation Plan
Executives
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4010	Police Chief	E	E	47				
	Step 1				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
	Step 2				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16
	Step 3				\$ 280,102	\$ 23,342	\$ 134.6646	\$ 10,773.17
	Step 4				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 5				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
PUBLIC UTILITIES DEPARTMENT								
8008	General Manager of Public Utilities	E	E	48				
	Step 1				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16
	Step 2				\$ 280,102	\$ 23,342	\$ 134.6646	\$ 10,773.17
	Step 3				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 4				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
	Step 5				\$ 324,253	\$ 27,021	\$ 155.8911	\$ 12,471.29
PUBLIC WORKS DEPARTMENT								
7008	Director of Public Works	E	E	44				
	Step 1				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 2				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 3				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
	Step 4				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
	Step 5				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
CITY ADMINISTRATION DEPARTMENT								
1040	Assistant to the City Administrator	E	MM	33				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
1015	Deputy City Administrator	E	M	40				
	Step 1				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 2				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 3				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 4				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 5				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
1035	Public Information Officer	E	MM	31				
	Step 1				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 2				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 3				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 4				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 5				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
Information Technology Division								
1610	Information Technology Manager	E	MM	37				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
1618	Information Technology Project Manager	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
CITY ATTORNEY'S OFFICE								
1115	Deputy City Attorney	E	MM	38				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1113	Senior Deputy City Attorney	E	M	39				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
CITY CLERK DEPARTMENT								
1315	Deputy City Clerk	E	MM	28				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
FINANCE DEPARTMENT								
1220	Assistant Finance Director	E	M	39				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
1225	Deputy City Treasurer	E	M	35				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
1224	Finance Manager	E	MM	33				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
1222	Financial Services Administrator	E	MM	34				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2015	Deputy Director of Health and Environmental Control	E	M	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
2020	Environmental Health Program Administrator	E	MM	34				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
HUMAN RESOURCES DEPARTMENT								
1420	Human Resources Analyst	E	MM	28				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
1415	Human Resources Analyst, Senior	E	MM	33				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
1413	Senior Legal & Policy Advisor	E	MM	39				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
POLICE DEPARTMENT								
4110	Police Records Manager	E	MM	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC UTILITIES DEPARTMENT								
8011	Assistant General Manager of Public Utilities	E	M	43				
	Step 1				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 2				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 3				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 4				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
	Step 5				\$ 256,546	\$ 21,379	\$ 123.3392	\$ 9,867.14
8311	Assistant General Manager of Generation and Operations	E	M	44				
	Step 1				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 2				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 3				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
	Step 4				\$ 256,546	\$ 21,379	\$ 123.3392	\$ 9,867.14
	Step 5				\$ 269,373	\$ 22,448	\$ 129.5062	\$ 10,360.50
8016	Planning and Analysis Manager	E	MM	39				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
Compliance Division								
8606	Utilities Compliance Administrator	E	MM	35				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
Customer Service Division								
8505	Customer Relations and Marketing Manager	E	MM	40				
	Step 1				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 2				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 3				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 4				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 5				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
8710	Business and Account Supervisor	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11



City of Vernon
Classification and Compensation Plan
Mid - Management and Management
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8507	Customer Service Manager	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
8515	Key Accounts Administrator	E	MM	34				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
8512	Utility Program Administrator	E	MM	34				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
Electric Operations Division								
8040	Electric Operations Supervisor	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
8320	Maintenance Manager	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
8316	Operations Manager	E	MM	38				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
8015	Utilities Operations Manager	E	MM	41				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8042	Utilities Operations Supervisor	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
Engineering Division (Public Utilities)								
8112	Principal Electrical Engineer	E	MM	38				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
8110	Utilities Engineering Manager	E	MM	42				
	Step 1				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 2				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 3				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 4				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 5				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
Gas Division								
8210	Gas Systems Superintendent	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
Malburg Generation Station Division								
8330	Plant Engineer	E	MM	37				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
Resource Planning and Scheduling Division								
8405	Integrated Resources Manager	E	MM	41				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8411	Principal Resource Planner	E	MM	37				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
Water Operations Division								
7127	Civil Engineer - Public Utilities	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
7905	Water Administrator	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
7914	Water Supervisor	E	MM	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
7911	Water Project Specialist	E	MM	35				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
7910	Water Superintendent	E	MM	33				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC WORKS DEPARTMENT								
7015	Deputy Director of Public Works	E	M	41				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
Building and Planning Division								
7205	Building and Planning Manager	E	MM	37				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
Engineering Division (Public Works)								
7118	Civil Engineer	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
7115	Principal Civil Engineer	E	MM	37				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
Public Works Operations Division								
7307	Facilities Maintenance Supervisor	E	MM	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
7515	Fleet Supervisor	E	MM	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7308	Street Maintenance Supervisor	E	MM	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
7300	Public Works Superintendent	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11

 {a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
ADMINISTRATIVE AND CLERICAL GROUP								
1530	Administrative Assistant	NE	G	13				
	Step 1				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 2				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 3				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 4				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 5				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
1520	Administrative Assistant, Senior	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
FINANCE DEPARTMENT								
1247	Account Clerk, Senior	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
1234	Assistant Buyer	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1237	Buyer	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
1246	Finance Specialist	NE	G	15				
	Step 1				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 2				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 3				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 4				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 5				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
1241	Finance Specialist, Senior	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT								
2040	Environmental Health Technician	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
2035	Environmental Health Specialist	NE	G	24				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
2037	Environmental Health Specialist Trainee	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
POLICE DEPARTMENT								
4125	Civilian Court Officer	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
4123	Police Community Services Officer	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
4130	Police Dispatcher	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
4115	Police Dispatcher, Lead	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
4135	Police Records Technician	NE	G	14				
	Step 1				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 2				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 3				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 4				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 5				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
4120	Police Records Technician, Lead	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
PUBLIC UTILITIES DEPARTMENT								
Compliance Division								
8615	Utilities Compliance Analyst	NE	G	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
Customer Service Division								
8530	Utilities Customer Service Representative	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
8520	Utilities Customer Service Representative, Senior	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
Electric Operations Division								
8140	Computer Aided Drafting Technician	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
8070	Utilities Maintenance Worker	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
8132	Utilities Program Analyst	NE	G	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
Resource Planning and Scheduling Division								
8425	Electric Service Planner	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
Water Operations Division								
7137	Assistant Civil Engineer - Public Utilities	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



City of Vernon
Classification and Compensation Plan
Teamsters
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7935	Meter Reader	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
7940	Meter Reader, Lead	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
7930	Water Maintenance Worker	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
7922	Water Maintenance Worker, Lead	NE	G	24				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
7925	Water Maintenance Worker, Senior	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
7920	Water Project Coordinator	E	G	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73



City of Vernon
Classification and Compensation Plan
Teamsters
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Effective July 14, 2024
Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC WORKS DEPARTMENT								
Building and Planning Division								
7227	Building Inspector	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7215	Building Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7237	Code Enforcement Officer	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
7225	Electrical Inspector	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7213	Electrical Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
7250	Permit Technician	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28



City of Vernon
Classification and Compensation Plan
Teamsters
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Effective July 14, 2024
Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7245	Permit Technician, Senior	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
7220	Assistant Planner	NE	G	22				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
7235	Plumbing and Mechanical Inspector	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7217	Plumbing and Mechanical Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
Engineering Division (Public Works)								
7140	Assistant Engineer	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7135	Associate Engineer	NE	G	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27



City of Vernon
Classification and Compensation Plan
Teamsters
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7120	Project Engineer	NE	G	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
7426	Public Works Inspector	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7424	Public Works Inspector, Senior	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
Facilities Maintenance Division								
7720	Facilities Maintenance Worker	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
7735	Facilities Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7730	Facilities Maintenance Worker, Senior	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82



City of Vernon
Classification and Compensation Plan
Teamsters
Fiscal Year: 2024-2025
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Garage Division								
7530	Mechanic	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
7520	Mechanic, Lead	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7525	Mechanic, Senior	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
Street Maintenance Division								
7430	Street Maintenance Worker	NE	G	15				
	Step 1				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 2				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 3				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 4				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 5				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
7427	Street Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7425	Street Maintenance Worker, Senior	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26



City of Vernon
Classification and Compensation Plan
Teamsters
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Warehouse Division								
7630	Warehouse Worker	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
7620	Warehouse Worker, Lead	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7625	Warehouse Worker, Senior	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
Public Works Operations Division								
7130	Public Works Project Coordinator	NE	G	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon
Classification and Compensation Plan
Vernon Police Officer's Benefit Association (VPOBA)
Fiscal Year: 2024-2025
Effective July 14, 2024
Exhibit G

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4030	Police Officer	NE	PO	27				
	Step 1				\$ 91,166	\$ 7,597	\$ 43.8297	\$ 3,506.38
	Step 2				\$ 95,724	\$ 7,977	\$ 46.0212	\$ 3,681.70
	Step 3				\$ 100,510	\$ 8,376	\$ 48.3223	\$ 3,865.78
	Step 4				\$ 105,536	\$ 8,795	\$ 50.7384	\$ 4,059.07
	Step 5				\$ 110,813	\$ 9,234	\$ 53.2753	\$ 4,262.02
4025	Police Sergeant	NE	PO	32				
	Step 1				\$ 116,353	\$ 9,696	\$ 55.9390	\$ 4,475.12
	Step 2				\$ 122,171	\$ 10,181	\$ 58.7360	\$ 4,698.88
	Step 3				\$ 128,280	\$ 10,690	\$ 61.6728	\$ 4,933.83
	Step 4				\$ 134,694	\$ 11,224	\$ 64.7565	\$ 5,180.52
	Step 5				\$ 141,428	\$ 11,786	\$ 67.9943	\$ 5,439.54

 {a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.

City Council Agenda Item Report

Submitted by: Adriana Ramos
Submitting Department: Public Utilities
Meeting Date: July 19, 2022

SUBJECT

Master Services and Subscription Agreement with ChargePoint, Inc.

Recommendation:

Approve and authorize the City Administrator to execute a Master Services and Subscription Agreement in an amount not-to-exceed \$825,837.85 with ChargePoint, Inc. to procure Direct Current Fast Chargers for electric vehicles.

Background:

In an effort to attract and support the growing number of electric vehicle (EV) driving consumers and to encourage electrification of transportation, Vernon Public Utilities (VPU) would like to pilot its first Direct Current Fast Charger (DC FC) electric vehicle (EV) public charging station. DC FC chargers are essential for EV drivers who travel high mileage/long distance commutes. The ability to connect to a DC FC charger for 15 minutes for a near full charge versus waiting for the 5-8 hours on a Level 2 Charger will undoubtedly transform the adoption of electric vehicles and help to extend the EV range. Level 2 Chargers are practical for at home charging and for workplace charging. The benefit of developing a public charging site helps to encourage EV adoption as it increases visibility of charging options and builds consumer confidence with sustainability efforts and social responsibility to do their part to go green. With the City of Vernon located conveniently within a few miles of six major freeways, DC fast charging stations will incentivize customers and future businesses coming to Vernon to charge their EVs.

To move forward with this pilot project, VPU would like to procure ten DC FC chargers from ChargePoint, Inc. (ChargePoint), through Sourcewell, in an amount not-to-exceed \$825,837.85. Vernon is a member of Sourcewell, formally the National Joint Powers Alliance, which offers members cooperative buying contracts. The Agreement with ChargePoint is exempt from competitive bidding in accordance with the Vernon Municipal Code (VMC) Section 3.32.110(A)(5), which provides an exemption "for services that can be purchased in cooperation with public agencies, associations or when supplies, equipment or services can be purchased from a vendor offering the same prices, terms and conditions as in a previous award from the City or another public agency either by competitive bid or through negotiated process." Accordingly, the Agreement is exempt from competitive selection pursuant to VMC Section 3.32.110(B)(1).

Vernon selected ChargePoint as they are the only EV charging company operating globally in every segment. They are the world's largest and most open EV charging network. ChargePoint's EV chargers include cloud -based solutions which would allow an EV driver to identify the nearest public charger, pay with a credit card or by app and allow VPU to proactively monitor usage to activate fee-setting, understand trends on usage, and support compliance requirements.

ChargePoint has established partnerships with the majority of the major car manufacturers

thus providing an easy transition for the car buyer to purchase electricity for their EV. Currently, ChargePoint, Inc. maintains a 70% market share of all EV charging stations.

As part of the pilot project, VPU plans to enter in a partnership with Tesla. Tesla's electric vehicles make up more than 75% of the EV market share. To ensure the public electric charging site will support a wide variety of electric manufacturers, it is necessary to include Tesla chargers at the proposed EV public charging site. The Tesla superchargers will be connected to VPU's electric distribution system and are expected to generate significant added electric revenue for VPU and contribute to the City's General Fund through the Utility Users Tax.

Due to supply chain challenges, there is a 40-week lead time on the ChargePoint fast chargers, whereas Tesla's superchargers are in stock and proposed construction timeline is four months. VPU would like to align the timing as much as possible to optimize opening the street for conduit and transformer installation once Tesla begins construction at the property, as construction of the project will be cost-shared, but the majority of the construction costs will be managed by Tesla.

VPU plans to use Public Benefit Funds (PBF) – this is money collected by the utility which is required by state policy makers to ensure the utility develops programs and incentives to help its customers be energy efficient, promote change to reduce carbon emissions, provide offerings to low-income customers, and be spent on research and development project, such as VPU's proposed charging station. The revenue generated from the charging stations of both Tesla superchargers and VPU's DC FC chargers is expected to pay for the cost of the project after a few years.

The proposed Master Services and Subscription Agreement with ChargePoint has been reviewed and approved as to form by the City Attorney's office. Pursuant to VMC Section 3.32.030(A), staff is seeking City Council approval of the Master Services and Subscription Agreement with ChargePoint, as the total amount of all City expenditures with ChargePoint will exceed \$100,000.

Fiscal Impact:

Sufficient funds for the agreement are available in VPU Energy Management Public Benefit Program Rebate Account No. 055.7200.596702.

Attachments:

1. [ChargePoint Master Services and Subscription Agreement](#)
2. [ChargePoint Quote - Q-226765-1](#)

CHARGEPOINT®
MASTER SERVICES AND SUBSCRIPTION AGREEMENT

IMPORTANT: THIS MASTER SERVICES AND SUBSCRIPTION AGREEMENT IS A LEGAL AGREEMENT BETWEEN YOU OR THE CORPORATION, PARTNERSHIP OR OTHER LEGAL ENTITY YOU REPRESENT (“SUBSCRIBER”) AND CHARGEPOINT, INC., A DELAWARE CORPORATION (“CPI”). PLEASE READ IT CAREFULLY. BY USING ANY OF THE CHARGEPOINT SERVICES, YOU INDICATE YOUR ACCEPTANCE OF THIS AGREEMENT. IF YOU DO NOT AGREE WITH ANY OF THESE TERMS AND CONDITIONS, DO NOT USE ANY CHARGEPOINT SERVICES.

IF YOU ARE ENTERING INTO THIS AGREEMENT ON BEHALF OF A CORPORATION, PARTNERSHIP OR OTHER LEGAL ENTITY, THAT ENTITY REPRESENTS THAT YOU HAVE AUTHORITY TO BIND SUCH ENTITY TO THESE TERMS AND CONDITIONS. IF YOU DO NOT HAVE SUCH AUTHORITY TO BIND SUCH ENTITY TO THESE TERMS AND CONDITIONS, YOU MAY NOT ENTER INTO THIS AGREEMENT AND SUCH ENTITY MAY NOT USE THE CHARGEPOINT SERVICES.

1. AGREEMENT.

1.1 SCOPE OF AGREEMENT. This Agreement governs the following activities:

- (a) Provisioning of Subscriber’s Charging Station(s), if any, on ChargePoint;
- (b) Activation and use of the ChargePoint Services on Subscriber’s Charging Station(s), if any;
- (c) Subscriber’s use of the APIs as part of the ChargePoint Services;
- (d) Each grant of Rights by Subscriber; and
- (e) Each grant of Rights by a third party to Subscriber.

1.2 EXHIBITS AND PRIVACY POLICY. This Agreement includes the CPI [Privacy Policy](#), as amended from time to time, and the following Exhibits, which are made a part of, and are hereby incorporated into, this Agreement by reference.

- Exhibit 1: Flex Billing Terms
- Exhibit 2: API Terms
- Exhibit 3: Terms Regarding Granting and Receipt of Rights

In the event of any conflict between the terms of this Agreement on the one hand, and the Privacy Policy or any Exhibit on the other hand, this Agreement shall govern. Capitalized terms not otherwise defined in any Exhibit or the Privacy Policy shall have the same meaning as in this Agreement.

2. DEFINITIONS. The following terms shall have the definitions set forth below when used in this Agreement:

2.1 “Affiliate” means any entity which directly or indirectly controls, is controlled by, or is under common control with the subject entity. “Control”, for purposes of this definition, means direct or indirect ownership or control of fifty percent (50%) or more of the voting interests of the subject entity.

2.2 “APIs” means, individually or collectively, the application programming interfaces which are made available to Subscriber from time to time, as and when updated by CPI.

2.3 “ChargePoint Connections” shall have the meaning ascribed to it in the applicable data sheet. The term ChargePoint Connections shall also mean any successor service provided by CPI.

2.4 ***“ChargePoint®”*** means the open-platform network of electric vehicle charging stations and the vehicle charging applications the network delivers, that is operated and maintained by CPI (as defined below) in order to provide various services to, among others, Subscriber and its employees.

2.5 ***“ChargePoint Services”*** means, collectively, the various cloud services offerings (including, without limitation, APIs and application Cloud Plans) made available for subscription by CPI.

2.6 ***“ChargePoint Application”*** means any of the applications established and maintained by CPI which will allow Subscriber to access ChargePoint Services.

2.7 ***“Charging Station”*** means the electric vehicle charging station(s) purchased by Subscriber, whether manufactured by CPI or by a CPI authorized entity, which are registered and activated on ChargePoint.

2.8 ***“Content”*** means all data collected or maintained by CPI in connection with the operation of ChargePoint.

2.9 ***“CPI Marks”*** means the various trademarks, service marks, trade names, logos, domain names, and other distinctive brand features and designations used in connection with ChargePoint and/or CPI manufactured Charging Stations, including without limitation, ChargePoint.

2.10 ***“CPI Property”*** means (i) ChargePoint, (ii) the ChargePoint Services (including all Content), (iii) all data generated or collected by CPI in connection with the operation of ChargePoint and ChargePoint Services, (iv) the CPI Marks, (v) the ChargePoint Cards, and (vi) all other CPI-supplied material developed or provided by CPI for Subscriber use in connection with the ChargePoint Services.

2.11 ***“Documentation”*** means written information (whether contained in user or technical manuals, product materials, specifications or otherwise) pertaining to ChargePoint Services and/or ChargePoint and made available from time to time by CPI to Subscriber in any manner (including on-line).

2.12 ***“Effective Date”*** means the earliest of (a) the effective date of Subscriber’s initial quote for the ChargePoint Station and/or ChargePoint Services associated with this Agreement; (b) the date that Subscriber electronically accepts this Agreement, or (c) the date of Subscriber’s first use of the ChargePoint Services.

2.13 ***“Intellectual Property Rights”*** means all intellectual property rights, including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, franchises, licenses, inventories, know-how, trade secrets, Subscriber lists, proprietary processes and formulae, all source and object code, algorithms, architecture, structure, display screens, layouts, inventions, development tools and all documentation and media constituting, describing or relating to the above, including, without limitation, manuals, memoranda and records.

2.14 ***“Malicious Code”*** means viruses, worms, time bombs, Trojan horses and all other forms of malicious code, including without limitation, malware, spyware, files, scripts, agents or programs.

2.15 ***“Party”*** means each of CPI and Subscriber.

2.16 ***“PII”*** means personally identifiable information regarding Subscriber or a User (e.g., name, address, email address, phone number or credit card number) that can be used to uniquely identify, contact or locate Subscriber or such User.

2.17 ***“Provisioning”*** means activating Charging Stations, warranties and Cloud Plans on ChargePoint

2.18 ***“Rights”*** means the rights, authorizations, privileges, actions, information and settings within the ChargePoint Services which a Rights Grantor grants to an Rights Grantee, to enable such Rights Grantee to access, obtain and use certain portions of the ChargePoint Services and certain information available therein in the course of providing services to or on behalf of such Rights Grantor in connection

with one or more of the Rights Grantor's Charging Stations. A Rights Grantor shall be deemed to have granted Rights to the entity that will be responsible for creating Subscriber's account and Provisioning Subscriber's Charging Stations. Such deemed grant may be terminated by Subscriber at any time.

2.19 *"Cloud Plan(s)"* means subscription plans to the ChargePoint Services which are offered and sold by CPI from time to time, which vary according to their features, privileges and pricing. Each Cloud Plan may be referred to as a "Subscription".

2.20 *"Subscriber" means*

2.21 *"Subscriber Content and Services"* means any content and/or services that a Subscriber provides or makes available to Users and/or the general public in connection with the ChargePoint Services, other than Content, ChargePoint Services and CPI Property.

2.22 *"Subscriber Marks"* means the various trademarks, service marks, trade names, logos, domain names, and other distinctive brand features and designations used by Subscriber in connection with its business and/or Charging Stations.

2.23 *"Subscription Fees"* means the fees payable by Subscriber for subscribing to any ChargePoint Services.

2.24 *"Taxes"* shall mean all present and future taxes, imposts, levies, assessments, duties or charges of whatsoever nature including without limitation any withholding taxes, sales taxes, use taxes, service taxes, value added or similar taxes at the rate applicable for the time being imposed by any national or local government, taxing authority, regulatory agency or other entity together with any penalty payable in connection with any failure to pay or any delay in paying any of the same and any interest thereon.

2.25 *"User"* means any person using a Charging Station.

3. AVAILABLE CHARGEPOINT SERVICES & CLOUD PLANS. A description of the various ChargePoint Services and Cloud Plans currently available for subscription is located on the CPI website. CPI may make other ChargePoint Services and/or Cloud Plans available from time to time, and may amend the features or benefits offered with respect to any ChargePoint Service or Cloud Plan at any time and from time to time. Subscription Fees are based on Subscriber's choice of Cloud Plan and not on actual usage of the Subscription.

4. CPI'S RESPONSIBILITIES AND AGREEMENTS.

4.1 OPERATION OF CHARGEPOINT. CPI agrees to provide and shall be solely responsible for: (i) provisioning and operating, maintaining, administering and supporting ChargePoint and related infrastructure (other than Subscriber's Charging Stations and infrastructure for transmitting data from Charging Stations to any ChargePoint operations center); (ii) provisioning and operating, maintaining, administering and supporting the ChargePoint Applications; and (iii) operating ChargePoint in compliance with all applicable laws. CPI will protect the confidentiality and security of PII in accordance with all applicable laws and regulations and the CPI Privacy Policy and acknowledges that it is responsible for the security of "cardholder data" (as that term is defined for purposes of the Payment Card Industry – Data Security Standards), if any, that CPI possesses, otherwise stores, processes or transmits on behalf of Subscriber or for any impact, if any, on the security of Subscriber's cardholder data environment.

4.2 LIMITATIONS ON RESPONSIBILITY. CPI shall not be responsible for, and makes no representation or warranty with respect to the following: (i) specific location(s) or number of Charging Stations now, or in the future, owned, operated and/or installed by persons other than Subscriber, or the total number of Charging Stations that comprise ChargePoint; (ii) continuous availability of electrical service to any of Subscriber's Charging Stations; (iii) continuous availability of any wireless or cellular

communications network or Internet service provider network necessary for the continued operation by CPI of ChargePoint; (iv) availability of or interruption of the ChargePoint Network attributable to unauthorized intrusions; and/or (v) charging stations that are not registered with and activated on the ChargePoint Network.

5. SUBSCRIBER'S RESPONSIBILITIES AND AGREEMENTS.

5.1 GENERAL.

(a) All use of ChargePoint and ChargePoint Services by Subscriber, its employees and agents and its grantees of Rights shall comply with this Agreement and all of the rules, limitations and policies of CPI set forth in the Documentation. All ChargePoint Services account details, passwords, keys, etc. are granted to Subscriber solely for Subscriber's own use (and the use of its grantees of Rights), and Subscriber shall keep all such items secure and confidential. Subscriber shall prevent, and shall be fully liable to CPI for, any unauthorized access to or use of ChargePoint or ChargePoint Services via Subscriber's Charging Stations, ChargePoint Services account(s) or other equipment. Subscriber shall immediately notify CPI upon becoming aware of any such unauthorized use.

(b) Subscriber shall be solely responsible for: (i) Provisioning of its Charging Stations, if any; (ii) keeping Subscriber's contact information, email address for the receipt of notices hereunder, and billing address for invoices both accurate and up to date; (iii) updating on the applicable ChargePoint Application, within five (5) business days, the location to which any of Subscriber's Charging Stations are moved; (iv) the maintenance, service, repair and/or replacement of Subscriber's Charging Stations as needed, including informing CPI of the existence of any Charging Stations that are non-operational and not intended to be replaced or repaired by Subscriber; and (v) compliance with all applicable laws.

(c) Subscriber shall deliver in full all benefits promised to Users by Subscriber in exchange for such Users connecting with Subscriber using ChargePoint Connections.

5.2 REPRESENTATIONS AND WARRANTIES OF SUBSCRIBER. Subscriber represents and warrants to CPI that: (i) it has the power and authority to enter into and be bound by this Agreement and shall have the power and authority to install the Charging Stations and any other electrical vehicle charging products which are registered and activated on the ChargePoint Network); (ii) the electrical usage to be consumed by Subscriber's Charging Stations will not violate or otherwise conflict with the terms and conditions of any applicable electrical purchase or other agreement including, without limitation, any lease, to which Subscriber is a party; and (iii) it has not installed or attached and will not install or attach Charging Stations on or to infrastructure not owned by Subscriber without proper authority, or in a manner that will block any easement or right of way.

5.3 CHARGEPOINT CARDS. Subscriber may be permitted by CPI, in CPI's sole discretion, to obtain CPI-provisioned radio-frequency identification cards ("ChargePoint Cards") which enable the individual card recipients to access and use ChargePoint. Subscriber may distribute such ChargePoint Cards to individuals, and each individual ChargePoint Card recipient is responsible for activating his or her ChargePoint Card on ChargePoint directly with CPI on the CPI web site. In no event will Subscriber create any separate ChargePoint accounts for any ChargePoint Card recipients or other third parties, nor will Subscriber create anonymous ChargePoint accounts associated with any ChargePoint Card.

5.4 USE RESTRICTIONS AND LIMITATIONS. Subscriber shall not:

(a) sell, resell, license, rent, lease or otherwise transfer the ChargePoint Services or any Content therein to any third party;

(b) interfere with or disrupt the ChargePoint Services, servers, or networks connected to the ChargePoint Services, or disobey any requirements, procedures, policies, or regulations of networks connected to the ChargePoint Services;

(c) restrict or inhibit any other user from using and enjoying the ChargePoint Services or any other CPI services;

(d) attempt to gain unauthorized access to the ChargePoint Network or the ChargePoint Services or related systems or networks or any data contained therein, or access or use ChargePoint or ChargePoint Services through any technology or means other than those provided or expressly authorized by CPI;

(e) create any ChargePoint Services user account by automated means or under false or fraudulent pretenses, or impersonate another person or entity on ChargePoint, or obtain or attempt to obtain multiple keys for the same URL;

(f) reverse engineer, decompile or otherwise attempt to extract the source code of the ChargePoint Services or any part thereof, or any Charging Station, except to the extent expressly permitted or required by applicable law;

(g) create derivative works based on any CPI Property;

(h) remove, conceal or cover the CPI Marks or any other markings, labels, legends, trademarks, or trade names installed or placed on the Charging Stations or any peripheral equipment for use in connection with Subscriber's Charging Stations;

(i) except as otherwise expressly permitted by this Agreement or in any applicable data sheet relating to a ChargePoint Service, copy, frame or mirror any part of the ChargePoint Services or ChargePoint Content, other than copying or framing on Subscriber's own intranets or otherwise solely for Subscriber's own internal business use and purposes;

(j) access ChargePoint, any ChargePoint Application or the ChargePoint Services for the purpose of monitoring their availability, performance or functionality, or for any other benchmarking or competitive purpose, or for any improper purpose whatsoever, including, without limitation, in order to build a competitive product or service or copy any features, functions, interface, graphics or "look and feel;"

(k) use any robot, spider, site search/retrieval application, or other device to retrieve or index any portion of the ChargePoint Services or Content or collect information about ChargePoint users for any unauthorized purpose;

(l) upload, transmit or introduce any Malicious Code to ChargePoint or ChargePoint Services;

(m) use any of the ChargePoint Services if Subscriber is a person barred from such use under the laws of the United States or of any other jurisdiction; or

(n) use the ChargePoint Services to upload, post, display, transmit or otherwise make available (A) any inappropriate, defamatory, obscene, or unlawful content; (B) any content that infringes any patent, trademark, copyright, trade secret or other proprietary right of any party; (C) any messages, communication or other content that promotes pyramid schemes, chain letters, constitutes disruptive commercial messages or advertisements, or is prohibited by applicable law, the Agreement or the Documentation.

5.5 CONTENT.

(a) ChargePoint Content (including but not limited to Charging Station data and status) is provided for planning purposes only. Subscriber may find that various events may mean actual Charging Station conditions (such as availability or pricing) differ from what is set forth in the Content. In addition, certain Charging Station-related Content, including Charging Station name and use restrictions, is set by the Charging Station owner and is not verified by CPI. Subscriber should exercise judgment in Subscriber's use of the Content.

(b) Certain Content may be provided under license from third parties and is subject to copyright and other intellectual property rights of such third parties. Subscriber may be held liable for any unauthorized copying or disclosure of such third party-supplied Content. Subscriber's use of such Content may be subject to additional restrictions set forth in the Documentation.

(c) Subscriber shall not copy, modify, alter, translate, amend, or publicly display any of the Content except as expressly permitted by the Documentation. Subscriber shall not present any portion of the Content in any manner, that would (i) make such Content false, inaccurate or misleading, (ii) falsify or delete any author attributions or labels of the origin or source of Content, or (iii) indicate or suggest that the Charging Station locations provided as part of the Content are anything other than ChargePoint® Network Charging Stations.

(d) Subscriber shall not remove, obscure, or alter in any manner any proprietary rights notices (including copyright and trademark notices), warnings, links or other notifications that appear in the ChargePoint Service.

6. SUBSCRIPTION FEES AND PAYMENT TERMS.

6.1 SUBSCRIPTION FEES. If Subscriber is invoiced for the Services, Subscriber shall pay all Subscription Fees within thirty (30) days of its receipt of CPI's invoice. All payments shall be made in U.S. Dollars by check, wire transfer, ACH payment system or other means approved by CPI or if applicable, as described in CPI's credit card policy. Customer may not offset any amounts due to CPI hereunder against amounts due to Customer under this Agreement or any other agreement. Subscription fees payable to CPI do not include any Taxes imposed thereon, and Subscriber is responsible for any and all such Taxes. All such Taxes shall be set forth on the invoice provided by CPI to Subscriber; provided that, CPI's failure to include any such Tax on an invoice shall not relieve Subscriber's liability therefor. Except as otherwise set forth in this Agreement, all payment obligations under this Agreement are non-cancelable and non-refundable.

6.2 LATE PAYMENTS. Late payments shall be subject to a charge equal to the lesser of (i) one and one-half percent (1.5%) per month or (ii) the maximum rate permitted by law. Subscriber will reimburse CPI for attorneys' fees and other expenses reasonably incurred by CPI in the collection of any late payments. If any amount owing by Subscriber under this Agreement is more than thirty (30) days overdue, CPI may, without otherwise limiting CPI's rights or remedies, (a) terminate this Agreement, (b) suspend the use by Subscriber of the ChargePoint Services until such amounts are paid in full, and/or (c) condition future ChargePoint Service renewals and other Subscriber purchases on payment terms other than those set forth herein; provided that CPI shall not exercise any such rights if Subscriber has reasonably disputed such charges and is cooperating diligently in good faith to resolve the dispute.

7. INTELLECTUAL PROPERTY RIGHTS AND LICENSES.

7.1 CPI PROPERTY. As between CPI and Subscriber, CPI retains and reserves all right, title and interest (including all related Intellectual Property Rights) in and to the CPI Property and any

improvements thereto. No rights are granted to Subscriber in the CPI Property hereunder except as expressly set forth in this Agreement.

7.2 SUBSCRIBER PROPERTY. As between CPI and Subscriber, Subscriber retains and reserves all right, title and interest (including all related Intellectual Property Rights) in and to (i) all Subscriber Marks and (ii) all Subscriber Content and Services (collectively, the “Subscriber Property”). No rights are granted to CPI in the Subscriber Property hereunder except as expressly set forth in this Agreement.

7.3 LIMITED LICENSE TO SUBSCRIBER. CPI hereby grants to Subscriber a royalty-free, non-assignable, non-transferable, and non-exclusive license to use the CPI Property solely in accordance with the terms of this Agreement (including without limitation all limitations and restrictions on such use) to the extent necessary for Subscriber to access, use and receive the ChargePoint Services as permitted herein.

7.4 LIMITED LICENSE TO CPI. Subscriber hereby grants to CPI a non-assignable, non-transferable, and non-exclusive license to use the Subscriber Property solely in accordance with the terms of this Agreement (including without limitation all limitations and restrictions on such use) to the extent necessary for CPI to provide the ChargePoint Services. CPI may utilize the Subscriber Marks to advertise that Subscriber is using the ChargePoint Services. The foregoing license includes a perpetual and irrevocable right of CPI to reproduce, adapt, modify, translate, publicly perform, publicly display and distribute all Subscriber Content and Services submitted, posted or displayed by Subscriber in the ChargePoint Services, solely for the purpose of enabling CPI to operate, market and promote the ChargePoint Services, and to index and serve such Subscriber Content and Services as search results through ChargePoint Services. CPI shall have a royalty-free, worldwide, transferable, sublicensable, irrevocable perpetual license to use or incorporate in the ChargePoint Services any suggestions, enhancement requests, recommendations or other feedback provided by Subscriber or Subscriber Rights Grantees relating to the ChargePoint Services.

7.5 ADDITIONAL TERMS REGARDING CPI MARKS.

(a) **USE LIMITATIONS.** Subscriber shall display the CPI Marks in connection with Subscriber Charging Stations as required in this Agreement during the term of Subscriber’s Cloud Plan. Subscriber shall not use any of the CPI Marks for or with any products other than its Charging Stations. From time to time, CPI may provide updated CPI Mark usage guidelines on the ChargePoint Application or elsewhere in the Documentation, and Subscriber shall thereafter comply with such updated guidelines. For any use of the CPI Mark not authorized by such guidelines, or if no such guidelines are provided, then for each initial use of the CPI Mark, Subscriber must obtain CPI’s prior written consent, which shall not be unreasonably withheld or delayed, and after such consent is obtained, Subscriber may use the CPI Mark in the approved manner. All use by Subscriber of CPI’s Marks (including any goodwill associated therewith) will inure to the benefit of CPI.

(b) **PROHIBITIONS.** Subscriber shall not use or display any CPI Mark (or any likeness of a CPI Mark):

(i) as a part of the name under which Subscriber’s business is conducted or in connection with the name of a business of Subscriber or its Affiliates;

(ii) in any manner that (x) implies a relationship or affiliation with CPI other than as described under the Agreement, (y) implies any sponsorship or endorsement by CPI, or (z) can be reasonably interpreted to suggest that any Subscriber Content and Services has been authored by, or represents the views or opinions of CPI or CPI personnel;

(iii) in any manner intended to disparage CPI, ChargePoint, or the ChargePoint Services, or in a manner that is misleading, defamatory, infringing, libelous, disparaging, obscene or otherwise objectionable to CPI;

(iv) in any manner that violates any law or regulation; or

(v) that is distorted or altered in any way (including squeezing, stretching, inverting, discoloring, etc.) from the original form provided by CPI.

(c) **NO REGISTRATION OF CPI MARKS.** Subscriber shall not, directly or indirectly, register or apply for, or cause to be registered or applied for, any CPI Marks or any patent, trademark, service mark, copyright, trade name, domain name or registered design that is substantially or confusingly similar to a CPI Mark, patent, trademark, service mark, copyright, trade name, domain name or registered design of CPI, or that is licensed to, connected with or derived from confidential, material or proprietary information imparted to or licensed to Subscriber by CPI. At no time will Subscriber challenge or assist others to challenge the CPI Marks (except to the extent such restriction is prohibited by law) or the registration thereof by CPI.

(d) **TERMINATION AND CESSATION OF USE OF CPI MARKS.** Upon termination of this Agreement, Subscriber will immediately discontinue all use and display of all CPI Marks.

8. LIMITATIONS OF LIABILITY.

8.1 DISCLAIMER OF WARRANTIES. CHARGEPOINT AND THE CHARGEPOINT SERVICES ARE PROVIDED “AS IS” AND “AS AVAILABLE” FOR SUBSCRIBER’S USE, WITHOUT WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE AND NONINFRINGEMENT. WITHOUT LIMITING THE FOREGOING, CPI DOES NOT WARRANT THAT (A) SUBSCRIBER’S USE OF THE CHARGEPOINT SERVICES WILL BE UNINTERRUPTED, TIMELY, SECURE, FREE FROM ERROR, OR MEET SUBSCRIBER’S REQUIREMENTS; (B) ALL CONTENT AND OTHER INFORMATION OBTAINED BY SUBSCRIBER FROM OR IN CONNECTION WITH THE CHARGEPOINT SERVICES WILL BE ACCURATE AND RELIABLE; (C) ALL DEFECTS IN THE OPERATION OR FUNCTIONALITY OF THE CHARGEPOINT SERVICES WILL BE CORRECTED. ALL CONTENT OBTAINED THROUGH THE CHARGEPOINT SERVICES IS OBTAINED AT SUBSCRIBER’S OWN DISCRETION AND RISK, AND SUBSCRIBER WILL BE SOLELY RESPONSIBLE FOR ANY DAMAGE TO SUBSCRIBER’S COMPUTER SYSTEM OR OTHER DEVICE, LOSS OF DATA, OR ANY OTHER DAMAGE OR INJURY THAT RESULTS FROM THE DOWNLOAD OR USE OF ANY SUCH CONTENT.

8.2 EXCLUSION OF CONSEQUENTIAL AND RELATED DAMAGES. REGARDLESS OF WHETHER ANY REMEDY SET FORTH HEREIN FAILS OF ITS ESSENTIAL PURPOSE OR OTHERWISE, IN NO EVENT WILL CPI BE LIABLE FOR ANY LOST REVENUE OR PROFIT, LOST OR DAMAGED DATA, BUSINESS INTERRUPTION, LOSS OF CAPITAL, OR FOR SPECIAL, INDIRECT, CONSEQUENTIAL, INCIDENTAL OR PUNITIVE DAMAGES, HOWEVER CAUSED AND REGARDLESS OF THE THEORY OF LIABILITY OR WHETHER ARISING OUT OF THE USE OF OR INABILITY TO USE THE CHARGEPOINT NETWORK, ANY CHARGEPOINT SERVICES, THIS AGREEMENT, A GRANT OR RECEIPT OF RIGHTS OR OTHERWISE OR BASED ON ANY EXPRESSED, IMPLIED OR CLAIMED WARRANTIES BY SUBSCRIBER NOT SPECIFICALLY SET FORTH IN THIS AGREEMENT.

8.3 ELECTRICAL, CELLULAR AND INTERNET SERVICE INTERRUPTIONS. Neither CPI nor Subscriber shall have any liability whatsoever to the other with respect to damages caused by: (i) electrical outages, power surges, brown-outs, utility load management or any other similar electrical service interruptions, whatever the cause; (ii) interruptions in wireless or cellular service linking Charging Stations to ChargePoint; (iii) interruptions attributable to unauthorized ChargePoint Network intrusions; (iv) interruptions in services provided by any Internet service provider not affiliated with CPI; or (v) the

inability of a Charging Station to access ChargePoint as a result of any change in product offerings (including, without limitation, the any network upgrade or introduction of any “next generation” services) by any wireless or cellular carrier. This includes the loss of data resulting from such electrical, wireless, cellular or Internet service interruptions.

8.4 LIMITATION OF LIABILITY. CPI’s aggregate liability under this Agreement shall not exceed aggregate Subscription Fees paid by Subscriber to CPI in the twelve (12) calendar months prior to the event giving rise to the liability.

8.5 CELLULAR CARRIER LIABILITY. IN ORDER TO DELIVER THE CHARGEPOINT SERVICES, CPI HAS ENTERED INTO CONTRACTS WITH ONE OR MORE UNDERLYING WIRELESS SERVICE CARRIERS (THE “UNDERLYING CARRIER”). SUBSCRIBER HAS NO CONTRACTUAL RELATIONSHIP WITH THE UNDERLYING CARRIER AND SUBSCRIBER IS NOT A THIRD PARTY BENEFICIARY OF ANY AGREEMENT BETWEEN CPI AND THE UNDERLYING CARRIER. SUBSCRIBER UNDERSTANDS AND AGREES THAT THE UNDERLYING CARRIER HAS NO LIABILITY OF ANY KIND TO SUBSCRIBER, WHETHER FOR BREACH OF CONTRACT, WARRANTY, NEGLIGENCE, STRICT LIABILITY IN TORT OR OTHERWISE. SUBSCRIBER AGREES TO INDEMNIFY AND HOLD HARMLESS THE UNDERLYING CARRIER AND ITS OFFICERS, EMPLOYEES, AND AGENTS AGAINST ANY AND ALL CLAIMS, INCLUDING WITHOUT LIMITATION CLAIMS FOR LIBEL, SLANDER, OR ANY PROPERTY DAMAGE, PERSONAL INJURY OR DEATH, ARISING IN ANY WAY, DIRECTLY OR INDIRECTLY, IN CONNECTION WITH USE, FAILURE TO USE, OR INABILITY TO USE THE WIRELESS SERVICES EXCEPT WHERE THE CLAIMS RESULT FROM THE UNDERLYING CARRIER’S GROSS NEGLIGENCE OR WILLFUL MISCONDUCT. THIS INDEMNITY WILL SURVIVE THE TERMINATION OF THE AGREEMENT. SUBSCRIBER HAS NO PROPERTY RIGHT IN ANY NUMBER ASSIGNED TO IT, AND UNDERSTANDS THAT ANY SUCH NUMBER CAN BE CHANGED. SUBSCRIBER UNDERSTANDS THAT CPI AND THE UNDERLYING CARRIER CANNOT GUARANTEE THE SECURITY OF WIRELESS TRANSMISSIONS, AND WILL NOT BE LIABLE FOR ANY LACK OF SECURITY RELATING TO THE USE OF THE CHARGEPOINT SERVICES.

8.6 ADDITIONAL RIGHTS. BECAUSE SOME STATES OR JURISDICITONS DO NOT ALLOW THE LIMITATION OR EXCLUSION OF CONSEQUENTIAL OR INCIDENTAL DAMAGES AND/OR THE DISCLAIMER OF IMPLIED WARRANTIES AS SET FORTH IN THIS SECTION 8, ONE OR MORE OF THE ABOVE LIMITATIONS MAY NOT APPLY; PROVIDED THAT, IN SUCH INSTANCES, CPI’S LIABILTY AND/OR IMPLIED WARRANTIES GRANTED IN SUCH CASES SHALL BE LIMITED TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW.

9. TERM, RENEWAL AND TERMINATION.

9.1 TERM OF AGREEMENT. This Agreement shall become effective on the Effective Date and shall continue until the expiration of all of Subscriber’s Cloud Plans.

9.2 CLOUD PLAN TERM. Each Cloud Plan acquired by Subscriber shall commence as follows: Each Cloud Plan acquired for use with a new Charging Station will commence on ninety (90) days from the date the subscription plan is invoiced. Upon expiration of the original term, the parties may mutually agree to a one-year renewal for the successive term originally purchased at the list price applicable thereto, subject to increases based on a pass through of increased costs charged to CPI (not to exceed 5% annually) and Subscriber’s right to terminate below. Should the renewal be cancelled and subsequently be requested to be reinstated by Subscriber, reinstatement will be subject to the payment of Subscription Fees for any lapse period plus reasonable reinstatement fee. If, however, at any time after the original term Subscriber wishes to terminate a Cloud Plan that has been renewed, Subscriber may do so by providing CPI thirty (30) days’ written notice of cancellation and CPI will issue Subscriber a pro-rata refund of any funds paid for periods from the effective date of cancellation to the end of the renewed term. Notwithstanding the foregoing, there shall no pro-rata refunds allowed on renewals for plans of multiple years. Renewals of Cloud Plans will commence on the date of the expiration of the Subscription being

renewed. Each Subscriber Cloud Plan shall continue for the applicable duration thereof, unless this Agreement is terminated earlier in accordance with its terms. If Subscriber has elected or is required, as the case may be, to pay by credit card as provided in this Agreement or if applicable, as described in CPI's credit card policy, the renewal will be charged to Subscriber's payment method (credit card) on file, which may include any payment method automatically updated by Subscriber's issuing bank. If Subscriber's credit card is declined, invalid, or payment is not made by the issuer of Subscriber's credit card on Subscriber's Subscription Date, without further notice CPI reserves the right to automatically recharge the payment method until payment is received, the payment method is updated, or the Service is discontinued for nonpayment.

9.3 TERMINATION BY CPI.

(a) This Agreement may be immediately terminated by CPI: (i) if Subscriber is in material breach of any of its obligations under this Agreement, and has not cured such breach within thirty (30) days (or within five (5) days in the case of any payment default) of Subscriber's receipt of written notice thereof; (ii) Subscriber becomes the subject of a petition in bankruptcy or any other proceeding related to insolvency, receivership, liquidation or an assignment for the benefit of creditors; (iii) upon the determination by any regulatory body that the subject matter of this Agreement is subject to any governmental regulatory authorization or review that imposes additional costs of doing business upon CPI; or (iv) as otherwise explicitly provided in this Agreement. Regardless of whether Subscriber is then in breach, CPI may, in its reasonable discretion, determine that it will not accept any renewal by Subscriber of its subscription to ChargePoint Services. In such case, this Agreement shall terminate upon the later of the expiration of all of Subscriber's subscriptions to ChargePoint Services.

(b) CPI may in its discretion suspend Subscriber's continuing access to the ChargePoint Services or any portion thereof if (A) Subscriber has breached any provision of this Agreement, or has acted in manner that indicates that Subscriber does not intend to, or is unable to, comply with any provision of this Agreement; (B) such suspension is required by law (for example, due to a change to the law governing the provision of the ChargePoint Services); or (c) providing the ChargePoint Services to Subscriber could create a security risk or material technical burden as reasonably determined by CPI.

9.4 TERMINATION BY SUBSCRIBER.

This Agreement may be immediately terminated by Subscriber without prejudice to any other remedy of Subscriber at law or equity: (i) if CPI is in material breach of any of its obligations under this Agreement, and has not cured such breach within thirty (30) days of the date of its receipt of written notice thereof, (ii) CPI becomes the subject of a petition in bankruptcy or any other proceeding related to insolvency, receivership, liquidation or an assignment for the benefit of creditors, or (iii) upon providing thirty (30) days prior written notice.

9.5 REFUND OR PAYMENT UPON TERMINATION. Upon any termination of this Agreement for cause by Subscriber pursuant to Section 9.4(i) or by CPI pursuant to Section 9.3(a)(iii), CPI shall refund to Subscriber a pro-rata portion of any pre-paid Subscription Fees based upon the remaining Cloud Plan term. Upon any termination for any other reason, Subscriber shall not be entitled to any refund of any Subscription Fees as a result of such termination. Except as otherwise set forth in this Agreement, in no event shall any termination relieve Subscriber of any unpaid Subscription Fees due CPI for the Cloud Plan term in which the termination occurs or any prior Cloud Plan term.

9.6 SURVIVAL. Those provisions dealing with the Intellectual Property Rights of CPI, limitations of liability and disclaimers, restrictions of warranty, Applicable Law and those other provisions which by their nature or terms are intended to survive the termination of this Agreement will remain in

full force and effect as between the Parties hereto regardless of the termination of this Agreement.

10. INDEMNIFICATION. Subscriber hereby agrees to indemnify, defend and hold CPI, its officers, directors, agents, affiliates, distribution partners, licensors and suppliers harmless from and against any and all claims, actions, proceedings, costs, liabilities, losses and expenses (including, but not limited to, reasonable attorneys' fees) (collectively, "Claims") suffered or incurred by such indemnified parties resulting from or arising out of Subscriber's actual use (directly, or through a grantee of Rights by Subscriber) of the ChargePoint Services, ChargePoint or Subscriber Content and Services. Subscriber will cooperate as fully as reasonably required in the defense of any claim. CPI reserves the right, at its own expense, to assume the exclusive defense and control of any matter subject to indemnification by Subscriber.

11. GENERAL.

11.1 AMENDMENT OR MODIFICATION. CPI reserves the right to modify this Agreement from time to time. CPI will provide notice of each such modification to Subscriber. Subscriber's continued use of the ChargePoint Services following such notice will constitute an acceptance of the modified Agreement.

11.2 WAIVER. The failure of either Party at any time to enforce any provision of this Agreement shall not be construed to be a waiver of the right of such Party to thereafter enforce that provision or any other provision or right.

11.3 FORCE MAJEURE. Except with respect to payment obligations, neither CPI nor Subscriber will be liable for failure to perform any of its obligations hereunder due to causes beyond such party's reasonable control and occurring without its fault or negligence, including but not limited to fire, flood, earthquake or other natural disaster (irrespective of such Party's condition of any preparedness therefore); war, embargo; riot; strike; labor action; any lawful order, decree, or other directive of any government authority that prohibits a Party from performing its obligations under this Agreement; material shortages; shortage of transport; and failures of suppliers to deliver material or components in accordance with the terms of their contracts.

11.4 ARBITRATION. This Agreement is to be construed according to the laws of the State of California, excluding the provisions of the United Nations Convention on Contracts for the International Sale of Goods and any conflict of law provisions that would require application of another choice of law. Except with respect to any matter relating to Subscriber's violation of the intellectual property rights of CPI, any dispute arising from or relating to this Agreement shall be arbitrated in Santa Clara, California. The arbitration shall be administered by JAMS in accordance with its Comprehensive Arbitration Rules and Procedures, and judgment on any award may be entered in any court of competent jurisdiction. If the Parties agree, a mediator may be consulted prior to arbitration. All claims shall be brought in the parties' individual capacity, and not as a plaintiff or class member in any purported class or representative proceeding. With respect to any matter relating to the intellectual property rights of CPI, such claim may be litigated in a court of competent jurisdiction. The prevailing party in any dispute arising out of this Agreement shall be entitled to reasonable attorneys' fees and costs.

11.5 NOTICE REGARDING CLAIMS TO REGULATORY COMPLIANCE MECHANISMS. The use of certain ChargePoint Charging Stations may be eligible to generate clean fuels credits, low-carbon fuel standard credits, renewable fuels credits, emissions reduction units, carbon offsets, allowances, renewable fuel and/or obligation certificates, or similar regulatory compliance instruments, collectively ("Regulatory Compliance Mechanisms"), used to comply with applicable federal, state, provincial, international or regional emissions, low-carbon fuel, and/or renewable fuel compliance programs. CPI and

Subscriber may be eligible to claim title to Regulatory Compliance Mechanisms, however, only one Party can claim title. Should Subscriber choose to claim regulatory title, assuming Subscriber may be eligible to do so, Subscriber must opt-in to the applicable program and fulfill all ongoing administrative and reporting obligations required of program participants, including recurring verification and/or auditing requirements. CPI intends to claim title to applicable Regulatory Compliance Mechanisms, assuming CPI may be eligible to do so; however, CPI will not claim title to specific Regulatory Compliance Mechanisms that Subscriber has opted to claim. Subscriber agrees that it will provide CPI with written notice of its intent to claim specific Regulatory Compliance Mechanisms within ten (10) days of the Effective Date. If Subscriber does not currently intend to claim regulatory title, but desires to do so at any time in the future, Subscriber may, by providing written notice to CPI, elect to claim title to Regulatory Compliance Mechanisms resulting from the use of ChargePoint Charging Stations thirty (30) days or more after the date of such notice. Subscriber represents and warrants to CPI that, in the absence of providing written notice, Subscriber will not claim any Regulatory Compliance Mechanisms and hereby designates that right to CPI. All notices shall be provided by email to CPI at lcfnotification@chargepoint.com.

11.6 NOTICE REGARDING RIN DATA. For Subscriber's located in the United States, CPI will participate in an application to the U.S. Environmental Protection Agency ("EPA") to permit vehicle charging data ("Charging Data") collected by CPI from centrally networked charging stations to be utilized in a process to generate Renewable Identification Numbers ("RIN") under the Renewable Fuel Standard. CPI must establish its exclusive right to utilize the Charging Data and the associated environmental attributes underlying the charging events represented by the Charging Data (Charging Data and such environmental attributes referred to collectively as, the "RIN Data") for the purposes of RIN generation. Subscriber confirms that it will not pursue utilizing RIN Data for the purposes of RIN generation and that, as between Subscriber and CPI, CPI has the exclusive right to use the RIN Data for the purpose of RIN generation.

11.7 NOTICES. Other than the notices required in Sections 11.5 and 11.6, any notice required or permitted by this Agreement shall be sent (a) if by CPI, via electronic mail to the address indicated by Subscriber in Subscriber's ChargePoint Services account; or (b) if by Subscriber, via electronic mail to mssa@chargepoint.com.

11.8 INJUNCTIVE RELIEF. Subscriber acknowledges that damages for improper use of the ChargePoint Services may be irreparable; therefore, CPI is entitled to seek equitable relief, including but not limited to preliminary injunction and injunction, in addition to all other remedies.

11.9 SEVERABILITY. Except as otherwise specifically provided herein, if any term or condition of this Agreement or the application thereof to either Party will to any extent be determined jointly by the Parties or by any judicial, governmental or similar authority, to be invalid or unenforceable, the remainder of this Agreement, or the application of such term or provision to this Agreement, the Parties or circumstances other than those as to which it is determined to be invalid or unenforceable, will not be affected thereby.

11.10 ASSIGNMENT. Subscriber may not assign any of its rights or obligations hereunder, whether by operation of law or otherwise, without the prior written consent of CPI (not to be unreasonably withheld). In the event of any purported assignment in breach of this Section, CPI shall be entitled, at its sole discretion, to terminate this Agreement upon written notice given to Subscriber. Subject to the foregoing, this Agreement shall bind and inure to the benefit of the parties, their respective successors and permitted assigns. CPI may assign its rights and obligations under this Agreement.

11.11 NO AGENCY OR PARTNERSHIP. CPI, in the performance of this Agreement, is an independent contractor. In performing its obligations under this Agreement, CPI shall maintain complete

control over its employees, its subcontractors and its operations. No partnership, joint venture or agency relationship is intended by CPI and Subscriber to be created by this Agreement. Neither Party has any right or authority to assume or create any obligations of any kind or to make any representation or warranty on behalf of the other Party, whether express or implied, or to bind the other Party in any respect whatsoever.

11.12 ENTIRE AGREEMENT. This Agreement (including the attached Exhibits) contains the entire agreement between the Parties with respect to the subject matter hereof and supersedes and cancels all previous and contemporaneous agreements, negotiations, commitments, understandings, representations and writings. All purchase orders issued by Subscriber shall state that such purchase orders are subject to all of the terms and conditions of this Agreement, and contain no other term other than the type of Cloud Plan, the number of Charging Stations for which such Cloud Plan is ordered, the term of such Cloud Plans and applicable Subscription Fees. To the extent of any conflict or inconsistency between the terms and conditions of this Agreement and any purchase order, the Agreement shall prevail. Notwithstanding any language to the contrary therein, no terms or conditions stated in any other documentation shall be incorporated into or form any part of this Agreement, and all such purported terms and conditions shall be null and void.

11.13 COPYRIGHT POLICIES. It is CPI's policy to respond to notices of alleged copyright infringement that comply with applicable international intellectual property law (including, in the United States, the Digital Millennium Copyright Act) and to terminate the accounts of repeat infringers.

11.14 THIRD PARTY RESOURCES. The ChargePoint Services may include hyperlinks to other websites or resources. CPI has no control over any web sites or resources that are provided by companies or persons other than CPI. Subscriber acknowledges and agrees that CPI is not responsible for the availability of any such web sites or resources, CPI does not endorse any advertising, products or other materials on or available from such web sites or resources, and CPI is not liable for any loss or damage that may be incurred by Subscriber as a result of any reliance placed by Subscriber on the completeness, accuracy or existence of any advertising, products, or other materials on, or available from, such websites or resources.

11.15 COUNTERPARTS. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which, taken together, shall constitute but one and the same document.

11.16 ENGLISH LANGUAGE AGREEMENT GOVERNS. Where CPI has provided Subscriber with a translation of the English language version of this Agreement, Subscriber agrees that the translation is provided for Subscriber's convenience only and that the English language version of this Agreement governs Subscriber's relationship with CPI. If there is any conflict between the English language version of this Agreement.

Subscriber: City of Vernon

ChargePoint, Inc.

Signature: _____

Signature: _____

Name: _____

Name: Rex S. Jackson

Title: _____

Title: Chief Financial Officer

Date: _____

Date: _____

Address: _____

Address:
254 E. Hacienda Ave
Campbell, CA 95008

EXHIBIT 1
FLEX BILLING TERMS

This Exhibit sets forth certain additional terms and conditions (“Flex Billing Terms”) pursuant to which Subscriber may charge Users fees for the use of Subscriber’s Charging Stations. In order to charge such fees, Subscriber must subscribe to a Cloud Plan that includes CPI’s management, collection and/or processing services related to such fees (“Flex Billing”).

1. **DEFINITIONS.** The following additional defined terms shall apply to these Flex Billing Terms:

1.1 **“CPI Fees”** means a fee, currently equal to ten percent (10%) of Session Fees, charged for a particular Session. CPI Fees are charged by CPI in exchange for its collection and processing of Session Fees on behalf of Subscriber. CPI will provide Subscriber with thirty (30) days prior written notice (which may include, without limitation, notice provided by CPI through its regular newsletter to Subscriber) of any increase in CPI Fees.

1.2 **“Net Session Fees”** means the total amount of Session Fees collected on behalf of the Subscriber by CPI, less CPI Fees and Taxes, if any, required by law to be collected by CPI from Users in connection with the use of Charging Stations. Except as required by law, Subscriber shall be responsible for the payment of all Taxes incurred in connection with use of Subscriber’s Charging Stations.

1.3 **“Session” or “Charging Session”** means the period of time during which a User uses Subscriber’s Charging Station to charge his or her electric vehicle for a continuous period of time not less than two (2) minutes commencing when a User has accessed such Charging Station and ending when such User has terminated such access.

1.4 **“Session Fees”** means the fees set by the Subscriber for a Charging Session, inclusive of any applicable Taxes.

2. **FLEX-BILLING SERVICE FOR CHARGING STATIONS.**

2.1. **SESSION FEES.** Subscriber shall have sole authority to determine and set Session Fees. Subscriber shall be solely responsible for determining and charging Session Fees in compliance with all applicable laws and regulations (including without limitation any restriction on Subscriber’s use of per-kWh pricing). Subscriber acknowledges that CPI is not responsible for informing Subscriber of applicable laws or changes thereto, and CPI will not be liable to Subscriber or any third party for any alleged or actual failure of Subscriber to comply with such applicable laws and regulations.

2.2 **DEDUCTIONS FROM SESSION FEES.** In exchange for CPI collecting Session Fees on behalf of the Subscriber, the Subscriber hereby authorizes CPI to deduct from all Session Fees collected: (i) CPI Fees and (ii) to the extent required by Section 3, applicable Taxes.

2.3 **PAYMENT TO SUBSCRIBER OF NET SESSION FEES.** CPI will remit Net Session Fees to Subscriber, not less than monthly , provided that the amount due to Subscriber hereunder is at least fifty U.S. dollars (50) (or, if Subscriber is located in Canada fifty Canadian dollars). Notwithstanding, the foregoing, CPI shall remit any unpaid Net Session Fees, regardless of the amount, to Subscriber at least annually and within thirty (30) days of the expiration or termination of this Agreement. All payments shall be made by electronic payment. In order to facilitate such payments, Subscriber agrees to maintain Subscriber’s current bank information, into Subscriber’s ChargePoint Services (customer facing portal), to

enable electronic remittance of the Net Session Fees. If the Subscriber requests payment in a manner other than electronic payment (e.g., check or wire transfer), Subscriber agrees to bear the reasonable costs related to such request.

3. TAXES. If applicable, Subscriber is responsible for setting pricing on a Tax-inclusive basis. CPI is not responsible for remittance of any Taxes on behalf of Subscriber and Subscriber shall be responsible to report and remit any and all applicable Taxes assessable based on Charging Sessions whether state, federal, provincial or otherwise; provided that CPI is solely responsible for all Taxes assessable based on CPI's income, property and employees. Where CPI is required by law to collect and/or remit the Taxes for which Subscriber is responsible, the appropriate amount shall be invoiced to Subscriber and deducted by CPI from Session Fees, unless Subscriber has otherwise provided CPI with a valid tax or regulatory exemption certificate or authorization from the appropriate taxing or regulatory authority.

EXHIBIT 2
API TERMS

This Exhibit sets forth certain additional terms and conditions (“API Terms”) governing Subscriber’s use of the APIs in connection with Subscriber’s use of the ChargePoint Services. The API Terms are part of the Agreement, and all such use of the APIs remains subject to the Agreement terms.

1. **ADDITIONAL DEFINITIONS.** The following additional definitions shall apply to the API Terms.

1.1 **“API Implementation”** means a Subscriber software application or website that uses any of the APIs to obtain and display Content in conjunction with Subscriber Content and Services.

1.2 **“API Documentation”** means all Documentation containing instructions, restrictions or guidelines regarding the APIs or the use thereof, as amended and/or supplemented by CPI from time to time.

1.3 **“CPI Site Terms”** means the Terms and Conditions displayed on CPI’s website, governing use of CPI’s website and the ChargePoint Services by visitors who are not Cloud Plan subscribers.

2. **API USE.** Subscriber may use the APIs as and to the extent permitted by Subscriber’s Cloud Plan and the API Documentation, subject to the terms and conditions of the Agreement.

2.1 **AVAILABLE APIs AND FUNCTION CALLS.** The APIs give Subscriber access to information through a set of function calls. The particular APIs and API function calls made available by CPI from time to time (and the Content available through such APIs and function calls) will be limited by Subscriber’s Cloud Plan, and Subscriber’s particular Cloud Plan may not include all APIs and function calls then available from CPI.

2.2 **USE AND DISPLAY OF CONTENT.** Subscriber is permitted to access, use and publicly display the Content with Subscriber Content and Services in Subscriber’s API Implementation, subject to the following requirements and limitations.

(a) All Charging Station locations provided to Subscriber as part of the Content shall be clearly identified by Subscriber in Subscriber’s API Implementation as ChargePoint® Network Charging Stations and shall contain the Brand Identifiers required by the API Documentation. In no event shall Subscriber’s API Implementation identify or imply that any Charging Station is a part of any network of charging stations other than ChargePoint.

(b) Subscriber shall keep the Content used by Subscriber’s API Implementation current with Content obtained with the APIs to within every forty eight (48) hours.

(c) Content provided to Subscriber through the APIs may contain the trade names, trademarks, service marks, logos, domain names, and other distinctive brand features of CPI’s business partners and/or other third party rights holders of Content indexed by CPI, which may not be deleted or altered in any manner.

(d) Subscriber shall not:

(i) pre-fetch, cache, or store any Content, except that Subscriber may store limited amounts of Content for the purpose of improving the performance of Subscriber's API Implementation if Subscriber does so temporarily, securely, and in a manner that does not permit use of the Content outside of the ChargePoint Service;

(ii) hide or mask from CPI the identity of Subscriber's service utilizing the APIs, including by failing to follow the identification conventions listed in the API Documentation; or

(iii) defame, abuse, harass, stalk, threaten or otherwise violate the legal rights (such as rights of privacy and publicity) of others.

2.3 REQUIRED INFORMATION. Subscriber must:

(a) display to all viewers and users of Subscriber's API Implementation the link to the CPI Site Terms and Conditions as presented through the ChargePoint Services or described in the Documentation;

(b) explicitly state in the use terms governing Subscriber's API Implementation that, by using Subscriber's API Implementation, such viewers and users are agreeing to be bound by the CPI Site Terms; and

(c) include in Subscriber's API Implementation, and abide by, a privacy policy complying with all applicable laws; and

(d) comply with all applicable laws designed to protect the privacy and legal rights of users of Subscriber's API Implementation.

2.4 REPORTING. Subscriber must implement reporting mechanisms, if any, that CPI requires in the API Documentation.

3. CPI BRANDING REQUIREMENTS AND RESTRICTIONS.

3.1 MANDATORY CPI BRANDING. Subject to Section 3.2 below and the restrictions on use of CPI Marks set forth in the Agreement, Subscriber agrees that each page comprising Subscriber's API Implementation will include a ChargePoint logo and will state that Subscriber's application or website is provided, in part, through the ChargePoint Services.

3.2 RESTRICTIONS. Subscriber shall not:

(a) display any CPI Mark as the most prominent element on any page in Subscriber's API Implementation or Subscriber's website (except as used in connection with the display of Charging Stations); or

(b) display any CPI Mark anywhere in Subscriber's API Implementation or on Subscriber's website if Subscriber's API Implementation or website contains or displays adult content or promotes illegal activities, gambling, or the sale of tobacco or alcohol to persons under twenty-one (21) years of age.

EXHIBIT 3
TERMS REGARDING GRANTING OF RIGHTS

This Exhibit sets forth certain additional terms and conditions applicable to Rights Grantors and Rights Grantees regarding the granting of Rights (“Rights Terms”). The Rights Terms are part of the Agreement, and all use of the ChargePoint Services permitted pursuant to the Rights Terms remains subject to the Agreement.

1. ADDITIONAL DEFINITIONS. The following additional definitions shall apply.

1.1 “Rights Grantor” means Subscriber.

1.2 “Rights Grantee” means any person to whom Subscriber has granted Rights. For purposes of this Agreement, a Subscriber shall be deemed to have granted Rights to the entity assisting Subscriber with creating its account and initiating Subscriber’s access to Services.

2. TERMS. This Section governs Subscriber’s granting of Rights as a Rights Grantor.

2.1 LIMITED RIGHTS. A Rights Grantee’s right to access and use the ChargePoint Services for and on behalf of a Rights Grantor is limited to the specific Rights granted by such Rights Grantor to such Rights Grantee. Such Rights may be limited according to the Cloud Plan(s) subscribed to by Subscriber. Subscriber may revoke Rights, or any portion thereof, it has granted to a Rights Grantee at will and such Rights will thereafter be terminated with respect to such Rights Grantee. In no event may Subscriber grant Rights in excess of those provided to it through the Cloud Plan(s) to which it has subscribed.

2.2 RESPONSIBILITY FOR AUTHORIZED USER. All use of the ChargePoint Services by a Rights Grantee exercising Rights granted by Subscriber shall be subject to the terms and conditions of the Agreement (including without limitation Subscriber’s indemnification obligation pursuant to Section 10 thereof). Subscriber shall be responsible for the actions, omissions, or performance of such Rights Grantee while exercising any such Rights, as if such action, omission or performance had been committed by Subscriber directly.

2.3 NO AGREEMENT. Subscriber acknowledges and agrees that the ChargePoint Services merely enable a Rights Grantor to extend Rights to Rights Grantees. The mere extension of such Rights by a Rights Grantor to a Rights Grantee does not constitute an agreement between Rights Grantor and the Rights Grantee with respect to the granted Rights or the exercise of such Rights by the Rights Grantee. CPI does not, either through the terms of the Agreement or the provision of ChargePoint Services undertake to provide any such agreement. It is the responsibility of the Rights Grantor and the Rights Grantee to enter into such an agreement on terms mutually acceptable to each. CPI expressly undertakes no liability with respect to such an agreement and Rights Grantor fully and unconditionally releases CPI from any liability arising out of such an agreement. Further Rights Grantor agrees to indemnify and hold CPI, its officers, directors, agents, affiliates, distribution partners, licensors and suppliers harmless from and against any and all claims, actions, proceedings, costs, liabilities, losses and expenses (including, but not limited to, reasonable attorneys’ fees) (collectively, “Claims”) suffered or incurred by such indemnified parties resulting from or arising out of such agreement.



Quotation

Driving a Better Way™
chargepoint.com

Sales Representative: Tony Chang
E-Mail: tony.chang@chargepoint.com
Telephone:

Quote Number: Q-226765-1
Date: 7/12/2022
Expires On: 8/11/2022

Primary Contact: Margie Otto

Bill To Address

City of Vernon
4305 Santa Fe Ave
Vernon California 90058
United States

Ship To Address

City of Vernon
4305 Santa Fe Ave
Vernon California 90058
United States

Product Name	Product Description	Qty	List Price	Disc%	Unit Price	Total Price
CPE250C-625-CCS1-200A-CHD-CHIP-PD	ChargePoint Express 250 Station (62.5 kW) - includes Express 250 Station, 2x Power Modules, 1x CCS1 200A cable, 1x CHAdeMO cable, North America Modem/SIM, cUL and UL listed, requires UNIVERSAL-CMT-METRIC, not included. Includes EMV Chip Reader terminal and pedestal kit.	10	USD 54,520	5	USD 51,794	USD 517,940
CPE250-TOOLKIT-F	CPE250 Tool Kit	1	USD 0	0	USD 0	USD 0
DC-UNIVERSAL-CMT-METRIC	Required metal bracket to align conduits and mounting bolts for DC power delivery products when cable entrance is from below. This bracket is to be installed into the foundation before the concrete pad is poured. Metric Units. Required for CPE250 and PDD series.	1	USD 0	0	USD 0	USD 0

Product Name	Product Description	Qty	List Price	Disc%	Unit Price	Total Price
CPE250-ASSURE-5	5 prepaid years of ChargePoint Assure for CPE250 station. Includes Parts and Labor Warranty, Remote Technical Support, On-Site Repairs when needed, Unlimited Configuration Changes, and Reporting.	10	USD 16,275	0	USD 16,275	USD 162,750
CPE250-INSTALL-COMMISSIONING	This service includes both the Installation and Commissioning of the Express CPE250 charging station. Customers must work with their contractor to perform all construction (the 'make ready') up to the point where stations can be bolted down and connected. ChargePoint will then perform the on-site validation of electrical capacity, transformers, panels, breakers, wiring, cellular coverage so that they meet all ChargePoint and local code requirements, then install and commission the station. Before installation can begin, ChargePoint requires the customer's 'make ready' contractor to submit evidence of adherence to ChargePoint's standards and specifications. In addition to verifying and testing the installation, Commissioning also ensures the station is connected to the ChargePoint network, completing software updates and pairing configuration if applicable. In parallel, the ChargePoint Activations team will configure the station and apply policies according to the customer's specifications. A final Commissioning Report will be provided to the customer. Note that if Commissioning cannot be performed due to site or installation deficiencies for which ChargePoint is not responsible, the customer will incur a rescheduling fee to cover redeployment costs. Priced per Express CPE250 station.	10	USD 4,400	0	USD 4,400	USD 44,000

Product Name	Product Description	Qty	List Price	Disc%	Unit Price	Total Price
CPCLD-ENTERPRISE-DC-5	Enterprise Cloud Plan subscription with advanced station management features such as: Custom Video uploads, and Automatic Software Updates, driver and fleet management features including: Access Control and Pricing & Automatic Payment Collection, as well as advanced energy and power management features which include: Time of Use Power Sharing and Energy Management APIs. Real-time dashboards and reports provided for applicable features including 15 min meter data readings and associated advanced energy reports.	10	USD 4,799	0	USD 4,799	USD 47,990
CPSUPPORT-ACTIVE	Initial Station Activation & Configuration Service includes activation of cloud services and configuration of radio groups, custom groups, connections, access control, visibility control, pricing, reports and alerts. One time initial service per station.	10	USD 349	100	USD 0	USD 0

Quote Total:	USD 772,680.00
Estimated Tax:	USD 53,088.85
Shipping Fee:	USD 69.00
Grand Total:	USD 825,837.85

Quote Acceptance

- + Invoices are Net 30 from invoice date.
- + Each Assure and Cloud Services subscription that you purchase for a Charging Station will commence ninety (90) days from the date the Charging Station associated with that subscription is shipped to you and will last for the subscription length selected in the applicable order.
- + All pricing is confidential between Customer and ChargePoint.
- + All prices are FCA ChargePoint warehouse(s).
- + Customer to be invoiced at time of shipment.
- + Sales tax in applicable states and shipping costs will be applied to this quote at time of invoicing.
- + Credit Checks are required for new customers.
- + Pricing does not include installation or mounting services unless specifically quoted above.
- + Additional Purchase Terms and Conditions can be found at <http://www.chargepoint.com/termsandconditions>
- + Additional terms and conditions for ChargePoint Assure can be found at <http://www.chargepoint.com/legal/assure>
- + Purchaser confirms that the shipping and billing information provided in the Quotation is accurate for ChargePoint's shipping and invoicing purposes.

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240 East Hacienda Avenue, Campbell, CA 95008 USA



By signing this quote I hereby acknowledge that I have the authority to purchase the product detailed on this document on behalf of my organization. Furthermore, I agree to the above terms and conditions and that this signed quote shall act as a purchase order.

Signature :

Title :

Name (Print) :

Date :

Company Name :

Accounts Payable Contact Name :

Accounts Payable Contact E-Mail :

Requested Ship Date :

City Council Agenda Item Report

Submitted by: Eva Muro
Submitting Department: City Attorney
Meeting Date: July 19, 2022

SUBJECT

CONFERENCE WITH LABOR NEGOTIATORS

Government Code Section 54957.6

Agency Designated Representative: Carlos Fandino, City Administrator

Employee Organizations: Management, Confidential, Executive, Elected Officials, and
Unclassified (Unrepresented);

Teamsters Local 911;

IBEW Local 47;

Vernon Police Management Association; and

Vernon Police Officers' Benefit Association

Recommendation:

Background:

Fiscal Impact:

Attachments:

None.