

RESOLUTION NO. 24-22

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIPON ADOPTING THE CITY OF RIPON EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2024 - 2025 FOR ALL ADMINISTRATIVE STAFF, NON-REPRESENTED POLICE DEPARTMENT EMPLOYEES, AND PART-TIME RECREATION EMPLOYEES

WHEREAS, the City Council of the City of Ripon is desirous of adopting the Employees' Compensation Plan for all employees of the City of Ripon Administrative Staff, Non-Represented Police Department employees, and part-time Recreation employees ("Employees") for Fiscal Year 2024-2025; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby adopt the Employees' Compensation Plan attached hereto as Exhibit "A" and Part Time Recreation Compensation Plan attached hereto as Exhibit "B" for the period July 1, 2024 to June 30, 2025 filed with the City Clerk of the City of Ripon this 9th day of July 2024, as the current compensation plan for the City of Ripon for these Employees.

IT IS FURTHER RESOLVED that the provisions of said Plan include the following;

- (1) Department Heads shall continue to receive 5 days of administrative leave.
- (2) Police Community Service Officers, Dispatchers and Information Systems Technicians shall continue to receive \$750 per year uniform allowance.
- (3) Police Chief and Lieutenant shall continue to receive \$1,000 per year uniform allowance.
- (4) Employees that receive a CalPERS retirement shall pay the actual change to the Employers CalPERS rate from FY 2012-13 to 2013-14 (1.83 percent).
- (5) Employees that receive the Money Purchase Thrift Pension Plan shall continue to receive a 5 percent contribution from the City.

- (6) The City agrees to reimburse employees for 100 percent of the Blue Shield Silver Plan healthcare deductible cost and Co-insurance cost after \$2,000 paid by the employee through June 30, 2025. In order to receive reimbursement, requests shall be submitted to the City no later than 12 months from the date of service as shown on the Explanation of Benefits.
- (7) Beginning July 1, 2024, the City agrees to pay 50 percent of the premium increase above the current maximum monthly contribution of \$2,050 for employees enrolled with Kaiser Permanente and \$2,050 for employees enrolled with Blue Shield.
- (8) Employees working as Dispatchers completing the P.O.S.T. Intermediate Certifications shall receive 5% additional salary.
- (9) Employees working as Dispatchers completing the P.O.S.T. Advanced Certifications shall receive 10% additional salary for a total of 10%.
- (10) Employees working as Dispatchers who have passed a bilingual proficiency examination shall receive additional compensation of \$100 per month. Qualifying languages are Spanish, American Sign Language, Punjabi, and any other language designated by the Police Chief as beneficial to the City.
- (11) Dispatchers shall be paid eight hours of straight-time rate of pay or shall receive eight hours of compensatory time for the following holidays:

January 1: New Year's Day
Memorial Day
July 4: Independence Day
Labor Day

If a dispatcher actually works on a holiday listed above, they will receive straight time pay for all hours worked.

The remainder of the listed holidays in Section 513(B) of the City Merit System Rules and Regulations (9 days or 72 hours) shall be given as vacation time in lieu of holidays. This additional vacation time shall accrue at 2.77 hours each pay period.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 9th day of July, 2024, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]

MOVER: Gary Barton, Council Member

SECONDER: Michael Restuccia, Council Member

AYES: Zuber, de Graaf, Barton, Uecker, Restuccia

THE CITY OF RIPON,
A Municipal Corporation

By

LEO ZUBER, Mayor

ATTEST:

By:



LISA ROOS, City Clerk

EXHIBIT A
CITY OF RIPON
Employee Compensation Plan
July 1, 2024 through June 30, 2025

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective the pay period including July 1, 2024. All other terms/conditions shall remain the same unless otherwise noted.

POSITION TITLE	CURRENT LEVEL	CURRENT MONTHLY SALARY RANGE	NEW LEVEL	RECOMMENDED MONTHLY SALARY RANGE
Building Inspector *	202	\$5,361 – 6,517	207	\$5,629 – 6,842
Building Inspector, Senior **	225.5	\$6,742 - \$8,196	230.5	\$7,080 - \$8,605
City Administrator ***	307.5	\$15,016 - \$18,252	312.5	\$15,766 - \$19,164
City Clerk/Finance Dir ***	290	\$12,653 - \$15,380	295	\$13,286 - \$16,149
Civil Engineer, Assistant *	N/A	N/A	220.5	\$6,421 - \$7,805
Civil Engineer, Associate *	220.5	\$6,421 - \$7,805	240.5	\$7,805 - \$9,487
Civil Engineering Tech I	193.5	\$4,935 - \$5,999	198.5	\$5,182 - \$6,299
Civil Engineering Tech II	205.5	\$5,547 - \$6,742	210.5	\$5,824 - \$7,080
Civil Engineer, Senior	242.5	\$7,960 - \$9,676	260.5	\$9,487 - \$11,532
Dir. of Planning & Econ Dev ***	290	\$12,653 - \$15,380	295	\$13,286 - \$16,149
Dir. of Public Works ***	290	\$12,653 - \$15,380	295	\$13,286 - \$16,149
Information Systems Tech 2	215.5	\$6,116 - \$7,434	220.5	\$6,421 - \$7,805
Information Systems Tech 1 *	190.5	\$4,792 - \$5,824	195.5	\$5,031 - \$6,116
Police Chief ***	297	\$13,548 - \$16,467	302	\$14,229 - \$17,295
Police Comm. Serv. Off.	190.5	\$4,792 - \$5,824	195.5	\$5,031 - \$6,116
Lead Police Comm. Serv Off.	N/A	N/A	205.5	\$5,547 - \$6,742
Police Comm. Supervisor	219.5	\$6,360 - \$7,731	234.5	\$7,362 - \$8,949
Police Lead Dispatcher	204.5	\$5,494 - \$6,678	209.5	\$5,769 - \$7,012
Police Dispatcher	194.5	\$4,983 - \$6,057	199.5	\$5,232 - \$6,360
Police Lieutenant	268.5	\$10,260 - \$12,471	273.5	\$10,773 - \$13,094
Receptionist*	158.5	\$3,507 - \$4,263	163.5	\$3,683 - \$4,476
Recreation Director	257	\$9,170 - \$11,146	262	\$9,628 - \$11,703
Regulatory Compliance	220.5	\$6,421- \$7,805	225.5	\$6,742- \$8,196
Sec/Bookkeeper/Payroll	190.5	\$4,792 - \$5,824	195.5	\$5,031 - \$6,116
Water Conservation Coord.	190.5	\$4,792 - \$5,824	195.5	\$5,031 - \$6,116
Part Time Senior Center Coord	N/A	\$16.50/hr	N/A	\$20.00/hr

*Indicates positions that are not currently approved for full-time staffing.

** Plus 10% while acting as the Building Official eff 03/11/2020.

*** This position will increase by 2.5% each year as described in Section 503 (A) of the Merit System until Step 5 of the level is met.

EXHIBIT B
CITY OF RIPON
Part Time Recreation Compensation Plan
July 1, 2024 through June 30, 2025

Art Instructor	70% of fees collected
Baseball Director	\$95 per team
Basketball Director	\$95 per team
Baton Instructor	80% of fees collected
Choir Director	\$25/hour
Tennis Instructor	70% of fees collected
Tennis Instructor (Private Lessons)	80% of fees collected
Zumba Instructor	70% of fees collected
Camp Directors	70% of fees collected
Soccer Director	\$95 per team
Field Prep - 1-2 years experience	\$16/hour
Field Prep - 3-4 years experience	\$17/hour
Field Prep - 5-6 years experience	\$18/hour
Referee Soccer - 1-2 years experience	\$19/hour
Referee Soccer - 3-4 years experience	\$20/hour
Referee Soccer - 5-6 years experience	\$21/hour
Referee Basketball - 1-2 years experience	\$17/hour
Referee Basketball - 3-4 years experience	\$18/hour
Referee Basketball - 5-6 years experience	\$19/hour
Umpire - 1-2 years experience	\$25/game
Umpire - 3-4 years experience	\$26/game
Umpire - 5-6 years experience	\$27/game
Score Keeper - 1-2 years experience	\$20/game
Score Keeper - 3-4 years experience	\$21/game
Score Keeper - 5-6 years experience	\$22/game