

RESOLUTION NO. 25-22

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIPON ADOPTING THE CITY OF RIPON EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2025 - 2026 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 2025-2026; 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, 2025 to June 30, 2026 filed with the City Clerk of the City of Ripon this 8<sup>th</sup> day of July 2025, 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 as Classic PERS members 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, 2026. 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, 2025, 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 Dispatcher, Lead Dispatcher, or Dispatch Supervisor completing the P.O.S.T. Intermediate Certifications shall receive 5% additional salary.
- (9) Employees working as Dispatcher, Lead Dispatcher, or Dispatch Supervisor completing the P.O.S.T. Advanced Certifications shall receive 10% additional salary for a total of 10%.
- (10) Employees working as Dispatcher, Lead Dispatcher, or Dispatch Supervisor 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) Dispatcher, Lead Dispatcher, or Dispatch Supervisor shall be paid eight hours of straight-time rate of pay or shall receive eight hours of holiday pay paid out in December for the following holidays:

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

If a Dispatcher, Lead Dispatcher, or Dispatch Supervisor 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.

- (12) Employees may accrue vacation up to twice their annual accrual rate; Employees classified as Dispatcher, Lead Dispatcher, or Dispatch Supervisor may accrue vacation up to three times their annual accrual rate;

(13) For all employees classified as Dispatcher, Lead Dispatcher or Dispatch Supervisor, in December 2025, an off-schedule one-time retention payment of \$3,500 shall be paid to each Dispatcher or Lead Dispatcher not on probation on a separate check. For any individual who had not ended probation 12 months prior to December 1, 2025, the payment shall be prorated based on the service time from the date probation ended to December 1, 2025.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 8th day of July, 2025, by the following vote:

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Leo Zuber, Council Member

**SECONDER:** Michael Restuccia, Council Member

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

THE CITY OF RIPON,  
A Municipal Corporation

By   
DANIEL DE GRAAF, Mayor

ATTEST:

By:   
LISA ROOS, City Clerk

**EXHIBIT A**  
**CITY OF RIPON**  
Employee Compensation Plan  
July 1, 2025 through June 30, 2026

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective the pay period including July 1, 2025. All other terms/conditions shall remain the same unless otherwise noted.

<b><u>POSITION TITLE</u></b>	<b><u>CURRENT LEVEL</u></b>	<b><u>CURRENT MONTHLY SALARY RANGE</u></b>	<b><u>NEW LEVEL</u></b>	<b><u>RECOMMENDED MONTHLY SALARY RANGE</u></b>
Building Inspector *	207	\$5,629 – \$6,842	211	\$5,852 – \$7,113
Building Inspector, Senior **	230.5	\$7,080 - \$8,605	234.5	\$7,362 - \$8,949
City Administrator ***	312.5	\$15,770 - \$19,169	316.5	\$16,401 - \$19,936
City Clerk/Finance Dir ***	295	\$13,286 - \$16,149	299	\$13,816 - \$16,793
Civil Engineer, Assistant	220.5	\$6,421 - \$7,805	224.5	\$6,678 - \$8,117
Civil Engineer, Associate	240.5	\$7,805 - \$9,487	244.5	\$8,117 - \$9,866
Civil Engineering, Tech I	198.5	\$5,182 - \$6,299	202.5	\$5,388 - \$6,549
Civil Engineering, Tech II	210.5	\$5,824 - \$7,080	214.5	\$6,057 - \$7,362
Civil Engineer, Senior	260.5	\$9,487 - \$11,532	264.5	\$9,866 - \$11,993
Dir. of Planning & Econ Dev ***	295	\$13,286 - \$16,149	299	\$13,816 - \$16,793
Dir. of Public Works ***	295	\$13,286 - \$16,149	299	\$13,816 - \$16,793
Information Systems Tech 2	220.5	\$6,421 - \$7,805	224.5	\$6,678 - \$8,117
Information Systems Tech 1	195.5	\$5,031 - \$6,116	199.5	\$5,232 - \$6,360
Police Chief ***	302	\$14,229 - \$17,295	306	\$14,798 - \$17,987
Comm. Serv. Off.	195.5	\$5,031 - \$6,116	199.5	\$5,232 - \$6,360
Comm. Serv. Off. Supv.	n/a	n/a	230.5	\$7,080 - \$8,605
Police Administrative Supv.	n/a	n/a	230.5	\$7,080 - \$8,605
Dispatch Supervisor	234.5	\$7,362 - \$8,949	238.5	\$7,655 - \$9,306
Lead Dispatcher	209.5	\$5,769 - \$7,012	213.5	\$5,999 - \$7,291
Dispatcher	199.5	\$5,232 - \$6,360	203.5	\$5,441 - \$6,613
Lieutenant	273.5	\$10,773 - \$13,094	277.5	\$11,201 - \$13,615
Police Trainee	218.5	\$6,299 - \$7,656	218.5	\$6,299 - \$7,656
Receptionist*	163.5	\$3,683 - \$4,476	167.5	\$3,829 - \$4,654
Recreation Director	262	\$9,628 - \$11,703	266	\$10,009 - \$12,166
Regulatory Compliance Coord.	225.5	\$6,742 - \$8,196	229.5	\$7,012 - \$8,523
Env. Comp.Tech/ Water Consv. Coord. 195.5		\$5,031 - \$6,116	199.5	\$5,232 - \$6,360
Sec/Bookkeeper/Payroll	195.5	\$5,031 - \$6,116	199.5	\$5,232 - \$6,360

\*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, 2025 through June 30, 2026

	Current 2024-2025	Proposed 2025-2026
Art Instructor	70% of fees collected	70% of fees collected
Baseball Director	\$95 per team	\$95 per team
Basketball Director	\$95 per team	\$95 per team
Baton Instructor	80% of fees collected	80% of fees collected
Choir Director	\$25/hour	\$25/hour
Tennis Instructor	70% of fees collected	70% of fees collected
Tennis Instructor (Private Lessons)	80% of fees collected	80% of fees collected
Zumba Instructor	70% of fees collected	70% of fees collected
Camp Directors/Clinic Directors	70% of fees collected	50% - 70% of fees collected
Soccer Director	\$95 per team	\$95 per team
Field Prep - 1-2 years experience	\$16/hour	\$16/hour
Field Prep - 3-4 years experience	\$17/hour	\$17/hour
Field Prep - 5-6 years experience	\$18/hour	\$18/hour
Referee Soccer - 1-2 years expierience	\$19/hour	\$19/hour
Referee Soccer - 3-4 years experience	\$20/hour	\$20/hour
Referee Soccer - 5-6 years expierience	\$21/hour	\$21/hour
Referee Basketball - 1-2 years expierience	\$17/hour	\$17/hour
Referee Basketball - 3-4 years expierience	\$18/hour	\$18/hour
Referee Basketball - 5-6 years expierience	\$19/hour	\$19/hour
Umpire - 1-2 years expierience	\$25/game	\$25/game
Umpire - 3-4 years expierience	\$26/game	\$26/game
Umpire - 5-6 years expierience	\$27/game	\$27/game
Score Keeper - 1-2 years expierience	\$20/game	\$20/game
Score Keeper - 3-4 years expierience	\$21/game	\$21/game
Score Keeper - 5-6 years expierience	\$22/game	\$22/game