

RESOLUTION NO. 25-30

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING AMENDMENT NO. 1 TO THE
MEMORANDUM OF UNDERSTANDING FOR FISCAL
YEARS 2024 - 2027 FOR ALL EMPLOYEES OF THE CITY OF
RIPON POLICE SERGEANTS' ASSOCIATION

WHEREAS, the City Council of the City of Ripon is desirous of adopting Amendment No. 1 to the Memorandum of Understanding for all employees of the City of Ripon Sergeants' Association (RSA) for Fiscal Years 2024 – 2027.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby adopt Amendment No. 1 attached hereto as Exhibit "A" to the Memorandum of Understanding for the period July 1, 2024 through June 30, 2027, filed with the City Clerk of the City of Ripon this 14th day of October, 2025, as the current compensation plan for the City of Ripon for these employees.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 14th day of October, 2025, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]

MOVER: Leo Zuber, Council Member

SECONDER: Gary Barton, Vice Mayor

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

AMENDMENT #1 TO
MEMORANDUM OF UNDERSTANDING
July 1, 2024 through June 30, 2027

BETWEEN THE CITY OF RIPON
AND
RIPON SERGEANTS' ASSOCIATION

On July 19, 2024 the City Council of the City of Ripon adopted Resolution No. 24-28, approving the 2024-2027 Memorandum of Understanding (MOU). The adjustments to wages, hours and conditions of employment that are set forth in this Amendment have been discussed by and between the bargaining representatives of the City of Ripon (hereinafter, "City") and the bargaining representatives of the Ripon Sergeants' Association (hereinafter, "Association") and shall apply to all employees of the City working in the classification of Patrol Sergeant.

The City and the Association agree as follows:

III. ARTICLE III -WAGE SUPPLEMENTS A is hereby amended to read in full as follows:

A. Health and Welfare Benefits:

1. The City shall select the medical, dental, vision, chiropractic, life, long term care, and long-term disability plans and make available to the Association employees.
 - a. The City shall continue the life insurance benefit of \$25,000 per employee.
 - b. Employees in the Association shall be allowed to purchase additional life insurance, at their own costs, at the City's rate so long as no additional cost to the City is incurred.
2. The City agrees to reimburse Association employees for 100 percent of the Blue Shield Silver Plan healthcare deductible cost and Co-insurance cost after \$2,000 paid by the Association employee through December 31, 2026⁴. 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.
3. 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 Association employees enrolled with Kaiser Permanente and \$2,050 for Association employees enrolled with Blue Shield. Actual amount shall be added by Sideletter when premium increases are known for years 2025, 2026, and 2027.
4. For calendar year 2026, the City agrees to pay 50 percent of the premium increase above the current maximum monthly contribution of \$2,205 for

Association employees enrolled with Kaiser Permanente and \$2,285 for Association employees with Blue Shield. Actual amount shall be added by Sideletter when premium increases are known for this year

Except as amended herein, the 2024-2027 MOU and each term and condition contained therein shall remain unchanged and shall continue in full force and effect.

Signatories to the Amendment of the 2024-2027 Memorandum of Understanding between the City and the Association:

FOR RIPON SERGEANTS'
ASSOCIATION



Alex Burgos, RSA

Date: 10/01/25

FOR THE CITY OF RIPON



Kevin Werner, City Administrator

Date: 10/1/25