

RESOLUTION NO. 25-32

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 WORKING IN THE CLASSIFICATIONS OF PUBLIC WORKS MAINTENANCE, PUBLIC WORKS FOREMAN AND PUBLIC WORKS SUPERVISING FOREMAN

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 working in the classification of Public Works Maintenance, Public Works Forman and Public Works Supervising Foreman 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 on the 14<sup>th</sup> 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

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

**BETWEEN THE CITY OF RIPON  
AND  
RIPON CITY EMPLOYEES' ASSOCIATION**

On July 9, 2024 the City Council of the City of Ripon adopted Resolution No. 24-21, 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 City Employees' Association (hereinafter, "Association") and shall apply to all employees of the City working in the classifications of Public Works Maintenance, Public Works Foreman, and Public Works Supervising Foreman.

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:**

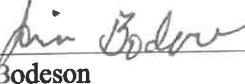
1. The City shall select the medical, dental, vision, chiropractic, life, long term care, and long-term disability plans and make available to the Public Works employees.
  - a. The City shall continue the life insurance benefit of \$25,000 per employee.
  - b. Employees in the Association shall be allowed 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, 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.
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 CITY EMPLOYEES'  
ASSOCIATION

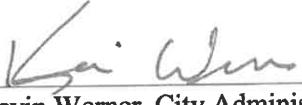
  
Jim Bodeson  
Public Works Union Representative

Date: 10-8-25

  
Mike De Anda, OE3 Representative

Date: 10-8-25

FOR THE CITY OF RIPON

  
Kevin Werner, City Administrator

Date: 10/8/25