

RESOLUTION NO. 20-36

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE  
COMPENSATION PLAN FOR FISCAL YEAR 2020-2021 FOR  
ALL ADMINISTRATIVE STAFF AND NON-REPRESENTED  
POLICE DEPARTMENT EMPLOYEES

WHEREAS, the City Council of the City of Ripon is desirous of adopting the Employee Compensation Plan for all employees of the City of Ripon Administrative Staff and Non-Represented Police Department employees ("Employees") for Fiscal Year 2020-2021; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby adopt that certain Employees' Compensation Plan attached hereto as Exhibit "A" for the period July 1, 2020 to June 30, 2021 filed with the City Clerk of the City of Ripon this 14<sup>th</sup> day of July 2020, 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 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) Employees shall accrue vacation up to twice their annual accrual rate;
- (7) Employee compensation to be reconsidered no later than January 31, 2021.
- (8) Due to the COVID-19 pandemic, the City of Ripon shall provide temporary leave to all full-time employees from July 1, 2020 to June 30, 2021. City employees may take up to 5 days of temporary leave from their regular shift to mitigate the impacts of COVID-19. Leave shall be approved by the employee's supervisor and may only be taken as single days, unless approved by the employee's supervisor. If the leave is not used within this time period, the remaining hours shall not be paid out. If an employee separates from service during this time period, the employee shall not be paid for any remaining hours.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 14th day of July, 2020, by the following vote:

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

**MOVER:** Daniel de Graaf, Vice Mayor

**SECONDER:** Michael Restuccia, Council Member

**AYES:** Jacob Parks, Daniel de Graaf, Michael Restuccia

**ABSENT:** Dean Uecker, Leo Zuber

**THE CITY OF RIPON,  
A Municipal Corporation**

By

  
JACOB PARKS, Mayor

ATTEST:

By:

  
LISA ROOS, City Clerk

**EXHIBIT A**  
**CITY OF RIPON**  
Employee Compensation Plan  
July 1, 2020 through June 30, 2021

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective the first full pay period of July 2020. All other terms/conditions shall remain the same unless otherwise noted.

<u>POSITION TITLE</u>	<u>CURRENT LEVEL</u>	<u>CURRENT MONTHLY SALARY RANGE</u>	<u>NEW LEVEL</u>	<u>RECOMMENDED MONTHLY SALARY RANGE</u>
Associate Civil Engineer	210	\$5,796 - \$7,045	No Change	No Change
Building Inspector	191.5	\$4,839 - \$5,882	No Change	No Change
City Administrator	304.5	\$14,580 - \$18,208	No Change	No Change
City Clerk/Finance Dir	279.5	\$11,422 - \$13,883	No Change	No Change
City Engineer*	279.5	\$11,422 - \$13,883	No Change	No Change
Civil Engineering Tech I *	183	\$4,454 - \$5,414	No Change	No Change
Civil Engineering Tech II	195	\$5,007 - \$6,086	No Change	No Change
Dir. of Planning & Econ Dev	279.5	\$11,422 - \$13,883	No Change	No Change
Engineering Supervisor	225	\$6,710 - \$8,156	No Change	No Change
Information Systems Tech	211	\$5,852 - \$7,113	No Change	No Change
Police Chief	279.5	\$11,422 - \$13,883	No Change	No Change
Police Comm. Serv. Off.	175	\$4,120 - \$5,007	No Change	No Change
Dispatch Supervisor	209	\$5,741 - \$6,978	No Change	No Change
Police Dispatcher	184	\$4,498 - \$5,467	No Change	No Change
Police Lieutenant	251	\$8,646 - \$10,510	No Change	No Change
Public Works Director	279.5	\$11,422 - \$13,883	No Change	No Change
Public Works Supervisor	215	\$6,086 - \$7,398	No Change	No Change
Receptionist *	148	\$3,166 - \$3,848	No Change	No Change
Recreation Director	246.5	\$8,276 - \$10,059	No Change	No Change
Senior Building Inspector	215	\$6,086 - \$7,398	No Change	No Change
Sec/Bookkeeper/PR Tech	180	\$4,325 - \$5,258	No Change	No Change

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