

RESOLUTION NO. 14-39

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE COMPENSATION PLAN FOR
FISCAL YEAR 2014-2015 FOR ALL ADMINISTRATIVE STAFF AND NON-
REPRESENTED POLICE DEPARTMENT EMPLOYEES

WHEREAS, the City Council of the City of Ripon, having engaged in good faith negotiations as required by law, and after due consideration, 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 2014-2015; 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, 2014 to June 30, 2015 filed with the City Clerk of the City of Ripon this 1st day of July 2014, 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) Voluntary furlough program approved by the City Council on April 7, 2009, which authorized voluntary furloughs for one day a week, shall be eliminated;
- (2) The option to convert up to six days per year of sick leave for payment as defined in Section 609.1 of the City Merit System shall be reinstated for Fiscal Year 2014-15;
- (3) Department Heads shall continue to receive 5 days of administrative leave;

- (4) City shall continue to contribute the 5% employee contribution to the Money Purchase Thrift Pension Plan;
- (5) Section 706 of the City Merit System Rules and Regulations regarding “Special Circumstance Request for Payout on Vacation Time” shall be eliminated and replaced with the following language:

Section 706 Annual Request for Payout on Vacation Time

Employees have the option, on an annual basis payable once per year each November, to convert a maximum of 40 hours of unused vacation leave for payment. Employees shall be required to maintain a minimum of 80 hours of vacation to be eligible for Vacation Payout.


- (6) At such time as a suitable candidate for Lieutenant is selected and hired, reclassify the current “First Sergeant” position to “Lieutenant” and eliminate the First Sergeant position. Until such time as the Police Chief selects a Lieutenant, the First Sergeant position will remain and not be reclassified to Lieutenant;
- (7) Police Community Service Officers shall continue to receive \$750 per year uniform allowance;
- (8) Police Chief and Lieutenant shall continue to receive \$1,000 per year uniform allowance;
- (9) Employees shall accrue vacation up to twice their annual accrual rate. Employees shall be given a grace period from July 1, 2014 to June 30, 2015 to comply with the maximum accrual balance.

PASSED AND ADOPTED at a regular meeting of the City Council of the City

of Ripon this 1st day of July, 2014, by the following vote:

| | |
|-------------|----------------------------------|
| AYES: | Zuber, Nutt, Parks, Uecker, Winn |
| NOES: | None |
| ABSENT: | None |
| ABSTAINING: | None |

THE CITY OF RIPON, a Municipal Corporation

By: 

Chuck Winn, Mayor

ATTEST:



LISA ROOS, City Clerk

CITY OF RIPON
Employee Compensation Plan
July 1, 2014 through June 30, 2015

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective July 1, 2014. All other terms/conditions shall remain the same unless otherwise noted.

| <u>POSITION TITLE</u> | <u>CURRENT SALARY LEVEL</u> | <u>PROPOSED SALARY LEVEL</u> | <u>NOTES</u> |
|--------------------------|-------------------------------------|--------------------------------------|---|
| Animal Control Part Time | \$10/hr | \$13/hr | 1 position @ 25 hrs / week |
| Shelter Helper Part Time | \$8/hr | \$10/hr | 2 positions @ 15 hrs / week |
| Police Lieutenant | 222 | 232 | Represents a 10% increase |
| City Administrator | No Change | No Change | Change step increase from 5% each year over 5 years to 2.5% each year over 5 years. |