

RESOLUTION NO. 16-54

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE COMPENSATION PLAN FOR
FISCAL YEAR 2016-2017 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 2016-2017; 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, 2016 to June 30, 2017 filed with the City Clerk of the City of Ripon this 12th day of July 2016, 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) Employees working in the “Police Dispatcher”, “Police Community Services Officer”, and “Police Lieutenant” position prior to February 1, 2016 shall receive a 3% off-schedule equity adjustment in July 2016;
- (2) Department Heads shall continue to receive 5 days of administrative leave;
- (3) Police Community Service Officers shall continue to receive \$750 per year uniform allowance;

- (4) Police Chief and Lieutenant shall continue to receive \$1,000 per year uniform allowance;
- (5) 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%);
- (6) Employees that receive the Money Purchase Thrift Pension Plan shall continue to receive a 5% contribution from the City;
- (7) Employees shall accrue vacation up to twice their annual accrual rate.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 12th day of July, 2016, by the following vote:

AYES:	Zuber, Uecker, Restuccia, Parks
NOES:	None
ABSENT:	Winchell
ABSTAINING:	None

THE CITY OF RIPON, A Municipal Corporation

By: _____


Jacob Parks, Mayor

ATTEST:



Lisa Roos, City Clerk

EXHIBIT A

CITY OF RIPON
Employee Compensation Plan
July 1, 2016 through June 30, 2017

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 2016. All other terms/conditions shall remain the same unless otherwise noted.

<u>POSITION TITLE</u>	<u>CURRENT SALARY LEVEL</u> ^a	<u>RECOMMENDED SALARY LEVEL</u> ^a
Associate Civil Engineer	195	197.5
Building Inspector ^b	176.5	179
City Administrator	304.5	304.5
City Clerk/Finance Dir	264.5	267
City Engineer	264.5	267
Civil Engineering Tech I ^b	168	170.5
Civil Engineering Tech II	180	182.5
Dir. of Planning & Econ Dev	264.5	267
Deputy City Clerk	165	167.5
Engineering Supervisor	205	207.5
Information Systems Tech	192	194.5
Police Chief	264.5	267
Police Comm. Serv. Off.	156	158.5
Police CSO/Disp Supervisor ^b	187	189.5
Police Dispatcher	165	167.5
Police Lieutenant	232	234.5
Public Works Director	264.5	267
Public Works Supervisor	200	202.5
Receptionist ^b	133	135.5
Recreation Director	231.5	234
Sec/Bookkeeper/PR Tech	165	167.5

a. Level references a salary range as shown on the "Ripon Compensation Levels Schedule" table. Each full level change equates to one percent; for example a change from level 195 to level 196 equates to a one percent salary increase.

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