

RESOLUTION NO. 18-56

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2018-2019 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 2018-2019; 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, 2018 to June 30, 2019 filed with the City Clerk of the City of Ripon this 10th day of July 2018, 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) In July 2018, the City Administrator shall receive an off-schedule one-time payment equal to 5 percent of the employee's salary as of June 30, 2018, in-lieu of a cost of living or equity adjustment for fiscal year 2018-19.
- (8) Change title of employee currently in the "Public Works Supervisor" position to "Senior Building Inspector" (no change in compensation).

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 10th day of July, 2018, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]

MOVER: Jake Parks, Council Member

SECONDER: Leo Zuber, Vice Mayor

AYES: Uecker, de Graaf, Parks, Zuber, Restuccia

THE CITY OF RIPON,
A Municipal Corporation

By: 
MICHAEL RESTUCCIA, Mayor

ATTEST:

By: 
LISA ROOS, City Clerk

EXHIBIT A
CITY OF RIPON
Employee Compensation Plan
July 1, 2018 through June 30, 2019

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 2018. 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	200	\$5,257 - \$6,390	205	\$5,520 - \$6,710
Building Inspector *	181.5	\$4,388 - \$5,080	186.5	\$4,608 - \$5,601
City Administrator **	304.5	\$14,580 - \$16,094	304.5	\$14,580 - \$18,208
City Clerk/Finance Dir	269.5	\$10,359 - \$12,592	274.5	\$10,877 - \$13,221
City Engineer*	269.5	\$10,359 - \$12,592	274.5	\$10,877 - \$13,221
Civil Engineering Tech I *	173	\$4,040 - \$4,910	178	\$4,242 - \$5,156
Civil Engineering Tech II	185	\$4,541 - \$5,520	190	\$4,768 - \$5,796
Dir. of Planning & Econ Dev	269.5	\$10,359 - \$12,592	274.5	\$10,877 - \$13,221
Engineering Supervisor***	210	\$5,796 - \$7,045	220	\$6,390 - \$7,767
Information Systems Tech****	197	\$5,105 - \$6,206	206	\$5,573 - \$6,774
Police Chief	269.5	\$10,359 - \$12,592	274.5	\$10,877 - \$13,221
Police Comm. Serv. Off. ****	161	\$3,592 - \$4,367	170	\$3,923 - \$4,768
Dispatch Supervisor ****	195	\$5,007 - \$6,086	204	\$5,467 - \$6,645
Police Dispatcher****	170	\$3,923 - \$4,768	179	\$4,283 - \$5,207
Police Lieutenant****	237	\$7,543 - \$9,169	246	\$8,234 - \$10,009
Public Works Director	269.5	\$10,359 - \$12,592	274.5	\$10,877 - \$13,221
Public Works Supervisor	205	\$5,520 - \$6,710	210	\$5,796 - \$7,045
Receptionist *	138	\$2,871 - \$3,490	143	\$3,014 - \$3,664
Recreation Director	236.5	\$7,506 - \$9,124	241.5	\$7,881 - \$9,580
Senior Building Inspector	205	\$5,520 - \$6,710	210	\$5,796 - \$7,045
Sec/Bookkeeper/PR Tech	170	\$3,923 - \$4,768	175	\$4,119 - \$5,007
Part time IT Tech	N/A	\$15/hr	N/A	\$17.50/hr

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

**Adjust step increases from 2.5% each year over 5 years to 2.5% each year over 10 years.

***Includes an additional 5% equity adjustment in addition to 5% annual adjustment.

****Includes an additional 4% equity adjustment effective as of June 20, 2018 in addition to 5% annual adjustment.