

RESOLUTION NO. 19-13

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE  
COMPENSATION PLAN FOR FISCAL YEAR 2019-2020 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 2019-2020; 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, 2019 to June 30, 2020 filed with the City Clerk of the City of Ripon this 11<sup>th</sup> day of June 2019, 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 2019, the City Administrator shall receive an off-schedule one-time payment equal to 5 percent of the employee's salary as of June 30, 2019, in-lieu of a cost of living or equity adjustment for fiscal year 2019-20.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 11th day of June, 2019, by the following vote:

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

**MOVER:** Michael Restuccia, Council Member

**SECONDER:** Jake Parks, Vice Mayor

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

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

By

  
\_\_\_\_\_  
LEO ZUBER, Mayor

ATTEST:

By:

  
\_\_\_\_\_  
LISA ROOS, City Clerk

**EXHIBIT A**  
**CITY OF RIPON**  
Employee Compensation Plan  
July 1, 2019 through June 30, 2020

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 2019. 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	205	\$5,520 - \$6,710	210	\$5,796 - \$7,045
Building Inspector	186.5	\$4,608 - \$5,601	191.5	\$4,839 - \$5,882
City Administrator	304.5	\$14,580 - \$18,208	No Change	No Change
City Clerk/Finance Dir	274.5	\$10,877 - \$13,221	279.5	\$11,422 - \$13,883
City Engineer*	274.5	\$10,877 - \$13,221	279.5	\$11,422 - \$13,883
Civil Engineering Tech I *	178	\$4,242 - \$5,156	183	\$4,454 - \$5,414
Civil Engineering Tech II	190	\$4,768 - \$5,796	195	\$5,007 - \$6,086
Dir. of Planning & Econ Dev	274.5	\$10,877 - \$13,221	279.5	\$11,422 - \$13,883
Engineering Supervisor	220	\$6,390 - \$7,767	225	\$6,710 - \$8,156
Information Systems Tech	206	\$5,573 - \$6,774	211	\$5,852 - \$7,113
Police Chief	274.5	\$10,877 - \$13,221	279.5	\$11,422 - \$13,883
Police Comm. Serv. Off.	170	\$3,923 - \$4,768	175	\$4,120 - \$5,007
Dispatch Supervisor	204	\$5,467 - \$6,645	209	\$5,741 - \$6,978
Police Dispatcher	179	\$4,283 - \$5,207	184	\$4,498 - \$5,467
Police Lieutenant	246	\$8,234 - \$10,009	251	\$8,646 - \$10,510
Public Works Director	274.5	\$10,877 - \$13,221	279.5	\$11,422 - \$13,883
Public Works Supervisor	210	\$5,796 - \$7,045	215	\$6,086 - \$7,398
Receptionist *	143	\$3,014 - \$3,664	148	\$3,166 - \$3,848
Recreation Director	241.5	\$7,881 - \$9,580	246.5	\$8,276 - \$10,059
Senior Building Inspector	210	\$5,796 - \$7,045	215	\$6,086 - \$7,398
Sec/Bookkeeper/PR Tech	175	\$4,119 - \$5,007	180	\$4,325 - \$5,258

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