

RESOLUTION NO. 22-26

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIPON ADOPTING THE CITY OF RIPON EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2022 - 2023 FOR ALL ADMINISTRATIVE STAFF AND NON-REPRESENTED POLICE DEPARTMENT EMPLOYEES

WHEREAS, the City Council of the City of Ripon is desirous of adopting the Employees' Compensation Plan for all employees of the City of Ripon Administrative Staff and Non-Represented Police Department employees ("Employees") for Fiscal Year 2022-2023; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby adopt the Employees' Compensation Plan attached hereto as Exhibit "A" for the period July 1, 2022 to June 30, 2023 filed with the City Clerk of the City of Ripon this 12th day of July 2022, 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) In July 2022, the City Administrator shall receive an off-schedule one-time payment equal to 3 percent of the employee's salary as of June 30, 2022, in-lieu of a cost of living or equity adjustment for fiscal year 2022-23.
- (7) Beginning the pay period including July 1, 2021, all Employees employed prior to July 1, 2021 shall receive an off-schedule payment in the amount of \$100 per pay period for a total of 52 pay periods.
- (8) The City agrees to reimburse employees for 100 percent of the Blue Shield Silver Plan healthcare deductible cost and Co-insurance cost after \$2,000 paid by the employee through June 30, 2023. In order to receive reimbursement, requests shall be submitted to the City no later than 12 months from the date of service as shown on the Explanation of Benefits.
- (9) Beginning July 1, 2022, the City agrees to pay 50 percent of the premium increase above the current maximum monthly contribution of \$1,850 for employees enrolled with Kaiser Permanente and \$1,650 for employees enrolled with Blue Shield.
- (10) Employees working as Dispatchers completing the P.O.S.T. Intermediate Certifications shall receive 2 ½% additional

salary.

- (11) Employees working as Dispatchers completing the P.O.S.T. Advanced Certifications shall receive 2 ½% additional salary for a total of 5%.
- (12) Employees working as Dispatchers who have passed a bilingual proficiency examination shall receive additional compensation of \$100 per month. Qualifying languages are Spanish, American Sign Language, Punjabi, and any other language designated by the Police Chief as beneficial to the City.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 12th day of July, 2022, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]

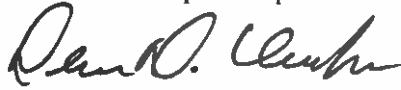
MOVER: Daniel de Graaf, Council Member

SECONDER: Leo Zuber, Council Member

AYES: Michael Restuccia, Leo Zuber, Daniel de Graaf, Gary Barton

ABSENT: Dean Uecker

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

By 
DEAN UECKER, Mayor

ATTEST:

By: 
LISA ROOS, City Clerk

EXHIBIT A
CITY OF RIPON
Employee Compensation Plan
July 1, 2022 through June 30, 2023

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective the pay period including July 1, 2022. 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>
Building Inspector *	196	\$5,055 - \$6,145	199	\$5,207- \$6,329
Building Inspector, Senior **	219.5	\$6,360 - \$7,731	222.5	\$6,549 - \$7,960
City Administrator ***	304.5	\$14,580- \$17,723		No Change
City Clerk/Finance Dir ***	284	\$11,935 - \$14,507	287	\$12,288 - \$14,936
City Engineer* ***	284	\$11,935 - \$14,507	287	\$12,288 - \$14,936
Civil Engineer, Associate	214.5	\$6,057- \$7,362	217.5	\$6,237- \$7,581
Civil Engineering Tech I *	187.5	\$4,654 - \$5,657	190.5	\$4,792 - \$5,824
Civil Engineering Tech II	199.5	\$5,232 - \$6,360	202.5	\$5,388 - \$6,549
Civil Engineer, Senior	236.5	\$7,506 - \$9,124	239.5	\$7,731 - \$9,397
Dir. of Planning & Econ Dev ***	284	\$11,935 - \$14,507	287	\$12,288 - \$14,936
Dir. of Public Works ***	284	\$11,935 - \$14,507	287	\$12,288 - \$14,936
Information Systems Tech 2		Not Applicable	212.5	\$5,940 - \$7,220
Information Systems Tech 1		Not Applicable	187.5	\$4,654 - \$5,657
Police Chief***	291	\$12,775 - \$15,528	294	\$13,158 - \$15,994
Police Comm. Serv. Off.	179.5	\$4,305 - \$5,232	187.5	\$4,654 - \$5,657
Police Comm. Supervisor	213.5	\$5,999 - \$7,291	216.5	\$6,176 - \$7,506
Police Lead Dispatcher	198.5	\$5,182- \$6,299	201.5	\$5,335 - \$6,484
Police Dispatcher	188.5	\$4,700 - \$5,713	191.5	\$4,839 - \$5,882
Police Lieutenant	262.5	\$9,676 - \$11,761	265.5	\$9,962 - \$12,108
Receptionist*	152.5	\$3,308 - \$4,020	155.5	\$3,405 - \$4,139
Recreation Director	251	\$8,646- \$10,510	254	\$8,906 \$10,825
Regulatory Compliance		Not Applicable	217.5	\$6,237- \$7,581
Sec/Bookkeeper/Permit Tech	184.5	\$4,520 - \$5,494	187.5	\$4,654 - \$5,657
Water Conservation Coord.		Not Applicable	176.5	\$4,180 - \$5,080

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

** Plus 10% while acting as the Building Official eff 03/11/2020.

*** This position will increase by 2.5% each year as described in Section 503 (A) of the Merit System until Step 5 of the level is met.