

RESOLUTION NO. 23-4

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
RIPON ADOPTING AMENDMENT NO. 3 TO THE  
MEMORANDUM OF UNDERSTANDING FOR FISCAL  
YEARS 2021 - 2024 FOR ALL EMPLOYEES OF THE CITY OF  
RIPON POLICE SERGEANTS' ASSOCIATION

WHEREAS, the City Council of the City of Ripon is desirous of adopting Amendment No. 3 to the Memorandum of Understanding for all employees of the City of Ripon Sergeants' Association (RSA) for Fiscal Years 2021 – 2024.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby adopt Amendment No. 3 attached hereto as Exhibit "A" to the Memorandum of Understanding for the period July 1, 2021 through June 30, 2024, filed with the City Clerk of the City of Ripon this 10<sup>th</sup> day of January, 2023, as the current compensation plan for the City of Ripon for these employees.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 10th day of January, 2023, by the following vote:

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

**MOVER:** Leo Zuber, Vice Mayor

**SECONDER:** Gary Barton, Council Member

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

**ABSENT:** Dean Uecker

THE CITY OF RIPON,  
A Municipal Corporation

By   
MICHAEL RESTUCCIA, Mayor

ATTEST:

By:   
LISA ROOS, City Clerk

AMENDMENT #3 TO  
MEMORANDUM OF UNDERSTANDING

July 1, 2021 through June 30, 2024

BETWEEN THE CITY OF RIPON  
AND  
RIPON SERGEANTS' ASSOCIATION

On July 13, 2021, the City Council of the City of Ripon adopted Resolution No. 21-27, approving the 2021-2024 Memorandum of Understanding (MOU). The adjustments to wages, hours and conditions of employment that are set forth in this Amendment have been discussed by and between the bargaining representatives of the City of Ripon (hereinafter, "City") and the bargaining representatives of the Ripon Sergeants' Association (hereinafter, "Association") and shall apply to all employees of the City working in the classifications of Police Sergeant.

The City and the Association agree as follows:

ARTICLE I – SALARIES, Section L is hereby added to read in full as follows:

L. Effective January 10, 2023, all employees of the City working in the classifications of Police Sergeant as of June 30, 2022 shall receive an off-schedule one-time payment equal to 3 percent of the employee's annual salary as referenced in Article 1 Section E of the MOU. This off-schedule one-time payment will have no bearings on any future salary negotiations.

1. Any employee on probation at this time, will receive this 3 percent off-schedule one-time payment upon the completion of probation.
2. Any employee who has separated from the City for any reason is ineligible for this off-schedule one-time payment.


Except as amended herein, the 2021-2024 MOU and each term and condition contained therein shall remain unchanged and shall continue in full force and effect.

Signatories to the Amendment of the 2021-2024 Memorandum of Understanding between the City and the Association:

FOR RIPON SERGEANTS'  
ASSOCIATION

  
Stephen Meece, RSA

FOR THE CITY OF RIPON

  
Kevin Werner, City Administrator

Date: 01/04/2023

Date: 1/4/23