

RESOLUTION NO. 21-12

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2020-2021 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 2020-2021; 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, 2020 to June 30, 2021 filed with the City Clerk of the City of Ripon this 9th day of March 2021, 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) Due to the COVID-19 pandemic, the City of Ripon shall provide temporary leave to all full-time employees from July 1, 2020 to June 30, 2021. City employees may take up to 5 days of temporary leave from their regular shift to mitigate the impacts of COVID-19. Leave shall be approved by the employee's supervisor and may only be taken as single days, unless approved by the employee's supervisor. If the leave is not used within this time period, the remaining hours shall not be paid out. If an employee separates from service during this time period, the employee shall not be paid for any remaining hours;
- (8) In March 2021, all full-time Employees of the City shall receive an off-schedule one-time payment equal to 1.2 percent of the employee's annual salary as references in Exhibit "A". This off-schedule one-time payment will have no bearings on any future salary adjustments; and
- (9) In March 2021, the City Administrator shall receive an off-schedule one-time payment equal to 1.5 percent of the

employee's salary, in-lieu of a cost of living adjustment for
fiscal year 2020-21.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 9th day of March, 2021, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]

MOVER: Leo Zuber, Council Member

SECONDER: Michael Restuccia, Council Member

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

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

By


DANIEL DE GRAAF, Mayor

ATTEST:

By:



LISA ROOS, City Clerk

EXHIBIT A
CITY OF RIPON
Employee Compensation Plan
July 1, 2020 through June 30, 2021

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 2020. 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	210	\$5,796 - \$7,045	211.5	\$5,882 - \$7,149
Building Inspector *	191.5	\$4,839 - \$5,882	193	\$4,911 - \$5,969
City Administrator ***	304.5	\$14,581 - \$17,723	No Change	No Change
City Clerk/Finance Dir ***	279.5	\$11,422 - \$13,883	281	\$11,587 - \$14,084
City Engineer* ***	279.5	\$11,422 - \$13,883	281	\$11,587 - \$14,084
Civil Engineering Tech I *	183	\$4,454 - \$5,414	184.5	\$4,520 - \$5,494
Civil Engineering Tech II	195	\$5,007 - \$6,086	196.5	\$5,081 - \$6,176
Dir. of Planning & Econ Dev ***	279.5	\$11,422 - \$13,883	281	\$11,587 - \$14,084
Engineering Supervisor	225	\$6,710 - \$8,156	226.5	\$6,809 - \$8,276
Information Systems Tech	211	\$5,852 - \$7,113	212.5	\$5,940 - \$7,220
Police Chief***	279.5	\$11,422 - \$13,883	281	\$11,587 - \$14,084
Police Comm. Serv. Off.	175	\$4,120 - \$5,007	176.5	\$4,180 - \$5,081
Dispatch Supervisor	209	\$5,741 - \$6,978	210.5	\$5,824 - \$7,080
Police Dispatcher	184	\$4,498 - \$5,467	185.5	\$4,564 - \$5,547
Police Lieutenant	251	\$8,646 - \$10,510	252.5	\$8,776 - \$10,667
Public Works Director ***	279.5	\$11,422 - \$13,883	281	\$11,587 - \$14,084
Public Works Supervisor	215	\$6,086 - \$7,398	216.5	\$6,176 - \$7,506
Records Clerk	175	\$4,120 - \$5,007	176.5	\$4,180 - \$5,081
Receptionist*	148	\$3,166 - \$3,848	149.5	\$3,212 - \$3,904
Recreation Director	246.5	\$8,276 - \$10,059	248	\$8,399- \$10,210
Senior Building Inspector **	215	\$6,086 - \$7,398	216.5	\$6,176 - \$7,506
Sec/Bookkeeper/PR Tech	180	\$4,325 - \$5,258	181.5	\$4,389 - \$5,335
Part time IT Tech	N/A	\$17.50/hr	N/A	\$17.50 - \$25.00/hr

*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.