

RESOLUTION NO. 17-36

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2017-2018 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 2017-2018; 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, 2017 to June 30, 2018 filed with the City Clerk of the City of Ripon this 11th day of July 2017, 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) In July 2017, Employees working in the “Police Dispatcher”, “Police Community Services Officer”, and “Police Lieutenant” positions shall receive an off-schedule equity adjustment of 3 percent of the Employee’s salary as of June 30, 2017;
- (2) Department Heads shall continue to receive 5 days of administrative leave;
- (3) Police Community Service Officers shall continue to receive \$750 per year uniform allowance;

- (4) Police Chief and Lieutenant shall continue to receive \$1,000 per year uniform allowance;
- (5) 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);
- (6) Employees that receive the Money Purchase Thrift Pension Plan shall continue to receive a 5 percent contribution from the City;
- (7) Employees shall accrue vacation up to twice their annual accrual rate;
- (8) In July 2017, the City Administrator shall receive an off-schedule one-time payment equal to 2.5 percent of the employee's salary as of June 30, 2017, in-lieu of a cost of living adjustment for fiscal year 2017-18.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 11th day of July, 2017, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]
MOVER: Michael Restuccia, Vice Mayor
SECONDER: Daniel de Graaf, Council Member
AYES: Daniel de Graaf, Leo Zuber, Michael Restuccia, Dean Uecker
ABSENT: Jake Parks

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

By 
DEAN UECKER, Mayor

ATTEST:

By: 
LISA ROOS, City Clerk

CITY OF RIPON
Employee Compensation Plan
July 1, 2017 through June 30, 2018

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 2017. All other terms/conditions shall remain the same unless otherwise noted.

<u>POSITION TITLE</u>	<u>CURRENT LEVEL</u>	<u>CURRENT SALARY RANGE</u>	<u>RECOMMENDED LEVEL</u>	<u>RECOMMENDED SALARY RANGE</u>
Associate Civil Engineer	197.5	\$5,131 - \$6,237	200	\$5,257 - \$6,390
Building Inspector *	179	\$4,283 - \$5,207	181.5	\$4,388 - \$5,334
City Administrator	304.5	\$14,580 - \$16,094	No change	No change
City Clerk/Finance Dir	267	\$10,109 - \$12,288	269.5	\$10,359 - \$12,592
City Engineer*	267	\$10,109 - \$12,288	269.5	\$10,359 - \$12,592
Civil Engineering Tech I *	170.5	\$3,942 - \$4,791	173	\$4,040 - \$4,910
Civil Engineering Tech II	182.5	\$4,432 - \$5,387	185	\$4,541 - \$5,520
Dir. of Planning & Econ Dev	267	\$10,109 - \$12,288	269.5	\$10,359 - \$12,592
Engineering Supervisor	207.5	\$5,657 - \$6,876	210	\$5,796 - \$7,045
Information Systems Tech	194.5	\$4,983 - \$6,057	197	\$5,105 - \$6,206
Police Chief	267	\$10,109 - \$12,288	269.5	\$10,359 - \$12,592
Police Comm. Serv. Off.	158.5	\$3,507 - \$4,263	161	\$3,592 - \$4,367
Dispatch Supervisor	172.5	\$4,020 - \$4,886	175	\$4,119 - \$5,007
Police Dispatcher	167.5	\$3,829 - \$4,654	170	\$3,923 - \$4,768
Police Lieutenant	234.5	\$7,362 - \$8,949	237	\$7,543 - \$9,169
Public Works Director	267	\$10,109 - \$12,288	269.5	\$10,359 - \$12,592
Public Works Supervisor	202.5	\$5,387 - \$6,548	205	\$5,520 - \$6,710
Receptionist *	135.5	\$2,801 - \$3,405	138	\$2,871 - \$3,490
Recreation Director	234	\$7,326 - \$8,905	236.5	\$7,506 - \$9,124
Sec/Bookkeeper/PR Tech	167.5	\$3,829 - \$4,654	170	\$3,923 - \$4,768

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