

RESOLUTION NO. 20-36

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 14<sup>th</sup> day of July 2020, 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) Employee compensation to be reconsidered no later than January 31, 2021.
- (8) 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.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 14th day of July, 2020, by the following vote:

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

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

By   
JACOB PARKS, Mayor

ATTEST:

By:   
LISA ROOS, City Clerk