

RESOLUTION NO. 21-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE CITY OF RIPON EMPLOYEE
COMPENSATION PLAN FOR FISCAL YEAR 2021 - 2022 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 2021-2022; 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, 2021 to June 30, 2022 filed with the City Clerk of the City of Ripon this 13th day of July 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) In July 2021, the City Administrator shall receive an off-schedule one-time payment equal to 3 percent of the employee's salary as of June 30, 2021, in-lieu of a cost of living or equity adjustment for fiscal year 2021-22.
- (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 December 31, 2021. 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, 2021, 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.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 13th day of July, 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, 2021 through June 30, 2022

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective the pay period including July 1, 2021. 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	211.5	\$5,882 - \$7,149	214.5	\$6,057- \$7,362
Building Inspector *	193	\$4,911 - \$5,969	196	\$5,055 - \$6,145
City Administrator ***	304.5	\$14,580- \$17,723	No Change	No Change
City Clerk/Finance Dir ***	281	\$11,587 - \$14,084	284	\$11,935 - \$14,507
City Engineer* ***	281	\$11,587 - \$14,084	284	\$11,935 - \$14,507
Civil Engineering Tech I *	184.5	\$4,520 - \$5,494	187.5	\$4,654 - \$5,657
Civil Engineering Tech II	196.5	\$5,081 - \$6,176	199.5	\$5,232 - \$6,360
Dir. of Planning & Econ Dev ***	281	\$11,587 - \$14,084	284	\$11,935 - \$14,507
Engineering Supervisor	226.5	\$6,809 - \$8,276	236.5	\$7,506 - \$9,124
Information Systems Tech	212.5	\$5,940 - \$7,220	215.5	\$6,116 - \$7,434
Police Chief ***	281	\$11,587 - \$14,084	291	\$12,775 - \$15,528
Police Comm. Serv. Off.	176.5	\$4,180 - \$5,081	179.5	\$4,305 - \$5,232
Comm. Supv./Records Clerk	210.5	\$5,824 - \$7,080	213.5	\$5,999 - \$7,291
Police Dispatcher	185.5	\$4,564 - \$5,547	188.5	\$4,700 - \$5,713
Police Lieutenant	252.5	\$8,776 - \$10,667	262.5	\$9,676 - \$11,761
Public Works Director ***	281	\$11,587 - \$14,084	284	\$11,935 - \$14,507
Public Works Supervisor *	216.5	\$6,176 - \$7,506	219.5	\$6,360 - \$7,731
Receptionist *	149.5	\$3,212 - \$3,904	152.5	\$3,308 - \$4,020
Recreation Director	248	\$8,399- \$10,210	251	\$8,646- \$10,510
Senior Building Inspector **	216.5	\$6,176 - \$7,506	219.5	\$6,360 - \$7,731
Sec/Bookkeeper/PR Tech	181.5	\$4,389 - \$5,335	184.5	\$4,520 - \$5,494
Part time IT Tech	N/A	\$17.50 - \$25.00/hr	N/A	No Change

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

** Additional 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 the last step of the level is met.