

RESOLUTION NO. 23-33

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIPON ADOPTING THE CITY OF RIPON EMPLOYEE COMPENSATION PLAN FOR FISCAL YEAR 2023 - 2024 FOR ALL ADMINISTRATIVE STAFF, NON-REPRESENTED POLICE DEPARTMENT EMPLOYEES, AND PART-TIME RECREATION 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, Non-Represented Police Department employees, and part-time Recreation employees ("Employees") for Fiscal Year 2023-2024; 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" and Part Time Recreation Compensation Plan attached hereto as Exhibit "B" for the period July 1, 2023 to June 30, 2024 filed with the City Clerk of the City of Ripon this 11th day of July 2023, 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, Dispatchers and Information Systems Technicians 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) 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 June 30, 2024. 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.
- (7) Beginning July 1, 2023, 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 \$1,755 for employees enrolled with Blue Shield.
- (8) Employees working as Dispatchers completing the P.O.S.T. Intermediate Certifications shall receive 2 ½% additional salary.
- (9) Employees working as Dispatchers completing the P.O.S.T. Advanced Certifications shall receive 2 ½% additional salary for a total of 5%.
- (10) Employees working as Dispatchers who have passed a bilingual proficiency examination shall receive additional compensation of \$100 per month. Qualifying languages are Spanish, American Sign Language, Punjabi, and any other language designated by the Police Chief as beneficial to the City.
- (11) Dispatchers shall be paid eight hours of straight-time rate of pay or shall receive eight hours of compensatory time for the following holidays:

January 1: New Year's Day
Memorial Day
July 4: Independence Day
Labor Day

If a dispatcher actually works on a holiday listed above, they will receive straight time pay for all hours worked.

The remainder of the listed holidays in Section 513(B) of the City Merit System Rules and Regulations (9 days or 72 hours) shall be given as vacation time in lieu of holidays. This additional vacation time shall accrue at 2.77 hours each pay period.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 11th day of July, 2023, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]
MOVER: Gary Barton, Council Member
SECONDER: Daniel de Graaf, Council Member
AYES: Restuccia, Zuber, de Graaf, Barton, Uecker

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

By 
MICHAEL RESTUCCIA, Mayor

ATTEST:

By: 
LISA ROOS, City Clerk

EXHIBIT A
CITY OF RIPON
Employee Compensation Plan
July 1, 2023 through June 30, 2024

The following employees of the City of Ripon shall receive salary adjustments, according to the following schedule, effective the pay period including July 1, 2023. 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>
Building Inspector *	199	\$5,207- \$6,329	202	\$5,361 – 6,517
Building Inspector, Senior **	222.5	\$6,549 - \$7,960	225.5	\$6,742 - \$8,196
City Administrator ***	304.5	\$14,580 - \$17,723	307.5	\$15,016 - \$18, 252
City Clerk/Finance Dir ***	287	\$12,288 - \$14,936	290	\$12,653 - \$15,380
City Engineer* ***	287	\$12,288 - \$14,936	290	\$12,653 - \$15,380
Civil Engineer, Associate	217.5	\$6,237- \$7,581	220.5	\$6,421 - \$7,805
Civil Engineering Tech I *	190.5	\$4,792 - \$5,824	193.5	\$4,935 - \$5,999
Civil Engineering Tech II	202.5	\$5,388 - \$6,549	205.5	\$5,547 - \$6,742
Civil Engineer, Senior *	239.5	\$7,731 - \$9,397	242.5	\$7,960 - \$9,676
Dir. of Planning & Econ Dev ***	287	\$12,288 - \$14,936	290	\$12,653 - \$15,380
Dir. of Public Works ***	287	\$12,288 - \$14,936	290	\$12,653 - \$15,380
Information Systems Tech 2	212.5	\$5,940 - \$7,220	215.5	\$6,116 - \$7,434
Information Systems Tech 1	187.5	\$4,654 - \$5,657	190.5	\$4,792 - \$5,824
Police Chief ***	294	\$13,158 - \$15,994	297	\$13,548 - \$16,467
Police Comm. Serv. Off.	187.5	\$4,654 - \$5,657	190.5	\$4,792 - \$5,824
Police Comm. Supervisor	216.5	\$6,176 - \$7,506	219.5	\$6,360 - \$7,731
Police Lead Dispatcher	201.5	\$5,335 - \$6,484	204.5	\$5,494 - \$6,678
Police Dispatcher	191.5	\$4,839 - \$5,882	194.5	\$4,983 - \$6,057
Police Lieutenant	265.5	\$9,962 - \$12,108	268.5	\$10,260 - \$12,471
Receptionist *	155.5	\$3,405 - \$4,139	158.5	\$3,507 - \$4,263
Recreation Director	254	\$8,906 \$10,825	257	\$9,170 - \$11,146
Regulatory Compliance	217.5	\$6,237- \$7,581	220.5	\$6,421- \$7,805
Sec/Bookkeeper/Payroll	187.5	\$4,654 - \$5,657	190.5	\$4,792 - \$5,824
Env. Compliance/ Water Conservation Coord.	176.5	\$4,180 - \$5,080	190.5	\$4,792 - \$5,824
Facility Host/Hostess	Event/Set Up	\$75/\$25	Event/Set Up	\$125/\$50

*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

EXHIBIT B
CITY OF RIPON
Part Time Recreation Compensation Plan
July 1, 2023 through June 30, 2024

Art Instructor	70% of fees collected
Baseball Director	\$95 per team
Baton Instructor	80% of fees collected
Choir Director	\$25/hour
Tennis Instructor	70% of fees collected
Tennis Instructor (Private Lessons)	80% of fees collected
Zumba Instructor	70% of fees collected
Camp Directors (70% unless enrollment is high)	50-70% of fees collected
Soccer Director	\$95 per team
Field Prep - 1-2 years experience	\$16/hour
Field Prep - 3-4 years experience	\$17/hour
Field Prep - 5-6 years experience	\$18/hour
Referee Soccer - 1-2 years experience	\$19/hour
Referee Soccer - 3-4 years experience	\$20/hour
Referee Soccer - 5-6 years experience	\$21/hour
Referee Basketball - 1-2 years experience	\$17/hour
Referee Basketball - 3-4 years experience	\$18/hour
Referee Basketball - 5-6 years experience	\$19/hour
Umpire - 1-2 years experience	\$25/game
Umpire - 3-4 years experience	\$26/game
Umpire - 5-6 years experience	\$27/game
Score Keeper - 1-2 years experience	\$20/game
Score Keeper - 3-4 years experience	\$21/game
Score Keeper - 5-6 years experience	\$22/game