

RESOLUTION NO. 20-37

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIPON ADOPTING AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING FOR FISCAL YEARS 2018-19 AND 2019-20 FOR ALL EMPLOYEES OF THE CITY OF RIPON POLICE OFFICERS' ASSOCIATION

WHEREAS, the City Council of the City of Ripon is desirous of adopting Amendment No. 1 to the Memorandum of Understanding for all employees of the City of Ripon Police Officers' Association (RPOA) for Fiscal Years 2018-19 and 2019-20; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby adopt Amendment No. 1 attached hereto as Exhibit "A" to the Memorandum of Understanding for the period July 1, 2018 through June 30, 2020, 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.

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

AMENDMENT #1 TO  
MEMORANDUM OF UNDERSTANDING  
July 1, 2018 through June 30, 2020

BETWEEN THE CITY OF RIPON  
AND  
RIPON POLICE OFFICERS' ASSOCIATION

On July 10, 2018, the City Council of the City of Ripon adopted Resolution No. 18-57, approving the 2018-2020 Memorandum of Understanding (MOU). The adjustments to wages, hours and conditions of employment that are set forth in this Amendment have been discussed by and between the bargaining representatives of the City of Ripon (hereinafter, "City") and the bargaining representatives of the Ripon Police Officers Association (hereinafter, "Association") and shall apply to all employees of the City working in the classifications of Patrol Officer.

ARTICLE XIV - LEAVE

D. 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. Association 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.


ARTICLE XVI - DURATION

C. The City and Association agree to continue the provisions of the current Memorandum of Understanding through and including June 30, 2021. In addition, the parties agree to a reopener to discuss the City's financial position no later than January 31, 2021, on the issue of salary, to determine if an agreement can be reached on salary increases only with any changes to be effective January 1, 2021, unless agreed otherwise. If the parties cannot agree on a salary increase during the reopener, there shall be no salary adjustment.

Except as amended herein, the 2018-2020 MOU and each term and condition contained therein shall remain unchanged and shall continue in full force and effect.

Signatories to the Amendment of the 2018-2020 Memorandum of Understanding between the City and the Association:

FOR RIPON POLICE OFFICERS'  
ASSOCIATION



Paul Rourick, POA President

FOR THE CITY OF RIPON



Kevin Werner, City Administrator

Date: 06-23-2020

Date: 6-23-2020

*RPOA Memorandum of Understanding*

FOR RIPON POLICE OFFICERS'  
ASSOCIATION

  
\_\_\_\_\_  
John Coburn, Chief Negotiator

Date: JUNE 23, 2020

