

CITY OF MILPITAS
COUNTER PROPOSAL TO MID-CON UNIT/LIUNA
MOU SIDELETTER

The City of Milpitas is facing a structural deficit; and due to the global pandemic of COVID-19, faces a significant revenue shortfall from the loss of both Sales and Transient Occupancy Tax (TOT). To help mitigate the impact of these challenges, the parties share a mutual philosophy that working together is the best way to successfully maneuver through these challenging times.

The Mid-Con existing labor agreement, which expires on June 30, 2023, includes a salary increase of a 3% salary increase in July 2021. Given the City's current economic condition, the parties recognize the fiscal problems associated with timing and amount of this raise, and hereby agree as follows:

The existing Salary Schedules (negotiated and adopted in 2019 reflecting salary increases due in July 2021 and 2022) are deleted and will be replaced with the salary schedules as delineated below.

All other provisions of the MOU not expressly modified shall remain unchanged.

PREAMBLE

The term of this Memorandum of Understanding (MOU) is from July 1, 2019 through June 30, 2025.

This MOU shall apply to represented permanent and probationary employees hereafter referred to as "employee(s)" unless otherwise specifically indicated, assigned to those classes listed in the salary schedule set forth in Appendix "A" attached hereto. When classes are created which the City determines fall under the representation of the Union, this MOU shall also apply.

Appendix "A" also indicates whether employees covered by this MOU are "hourly non-exempt" employees whom the City pays overtime or "exempt" employees whom the City does not pay overtime.

Section 28.00 Salary

28.01 July 2019 Salary Schedule Increase: Effective July 7, 2019, the Salary Schedule previously in effect shall be increased by 5%. This shall be the July 2019 Salary Schedule.

28.02 July 2020 Salary Schedule Increase: Effective July 5, 2020, the Salary Schedule previously in effect shall be increased by 4%. This shall be the July 2020 Salary Schedule.

28.03 July 2021 Salary Schedule Increase: The July 2021 Salary Schedule Increase shall be eliminated.

28.04 July 2022 Salary Schedule Increase: Effective July 3, 2022, the Salary Schedule previously in effect shall be increased by 2%. This shall be the July 2022 Salary Schedule.

28.05 July 2023 Salary Schedule Increase: Effective with the first full pay period in July 2023, the salary previously in effect shall be increased by 2%. This shall be the July 2023 Salary Schedule.

28.06 July 2024 Salary Schedule Increase: Effective with the first full pay period in July 2024, the salary previously in effect shall be increased by 3%. This shall be the July 2024 Salary Schedule.

28.07 Effective February 4, 2015, “confidential” pay was eliminated. Those employees who were receiving 2% confidential pay at the time of the elimination shall retain the pay, which is pensionable compensation to the extent permitted by law.

For the City of Milpitas:

For Mid-Con/LIUNA:

<hr/> Jeannine M. Seher Human Resources Director	<hr/> Date	<hr/> Ryan Heron, LIUNA	<hr/> Date
<hr/> Steven McHarris City Manager	<hr/> Date	<hr/> Toni-Lynn Charlop, President	<hr/> Date
		<hr/> Alison Phagan, Team Member	<hr/> Date
		<hr/> Michael Fossati, Team Member	<hr/> Date
		<hr/> Natalie Livezy, Team Member	<hr/> Date