

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AMENDING
RESOLUTION NO. 1626, THE CLASSIFICATION PLAN, TO ADJUST HOURLY RATE
RANGES FOR CLASSIFICATIONS DUE TO A MINIMUM WAGE INCREASE PURSUANT TO
ORDINANCE NO. 292**

WHEREAS, the City of Milpitas has a Classification Plan adopted as Resolution No. 1626 on December 17, 1968, which has been amended from time to time, and which is in accordance with the Personnel Rules and Regulations of the City of Milpitas (Resolution No. 792 as amended); and

WHEREAS, salary increases granted to temporary classifications pursuant to changes in Resolution No. 6598, the Resolution providing compensation for unrepresented part-time temporary employees, have been incorporated into Resolution No. 1626, the Classification Plan; and

WHEREAS, amendments to the Classification Plan are necessary to account for changes within the organization, transfer of duties, new job responsibilities, and adjustments to salary ranges; and

WHEREAS, the City of Milpitas local minimum wage ordinance, Ordinance No. 292, established the minimum wage hourly rate effective July 1, 2020 as \$15.40 per hour; and

WHEREAS, the City of Milpitas last updated its minimum wage ordinance effective July 1, 2020; and

WHEREAS, the City must again update its hourly rate for certain classifications currently below the \$15.65 hourly rate to be effective July 1, 2021 in conformance with Ordinance No. 292.

NOW THEREFORE, the City Council of the City of Milpitas hereby finds, determines, and resolves as follows:

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. The table below contains hourly wage adjustments for classifications that are currently below the minimum wage of \$15.65 per hour.
3. Resolution No. 1626, as amended, is hereby further amended to adjust the hourly rate ranges for the below listed classifications effective July 1, 2021, as follows:

<u>Classification:</u>	<u>From:</u>	<u>To:</u>
Adult Crossing Guard	\$15.40 to \$18.46	\$15.65 to \$18.46
Lifeguard	\$15.40 to \$21.56	\$15.65 to \$21.56
Recreation Administrative Assistant	\$15.40 to \$21.56	\$15.65 to \$21.56
Recreation Attendant	\$15.40 to \$21.56	\$15.65 to \$21.56
Recreation Leader	\$15.40 to \$21.56	\$15.65 to \$21.56
Staff Assistant	\$15.40 to \$24.64	\$15.65 to \$24.64
Student Intern	\$15.40 to \$24.64	\$15.65 to \$24.64

4. These adjusted hourly rate ranges will be included in the All Job Classifications/Salary Table attached to the July 4, 2021 Resolution of the City Council of the City of Milpitas amending Resolution No. 1626, the Classification Plan, to Adjust the Salary Schedules for all IAFF, MidCon, ProTech, Miscellaneous Unrepresented, Fire Unrepresented Classifications and Police Unrepresented Classifications.

PASSED AND ADOPTED this _____ day of _____, 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Wendy Wood, City Clerk

Rich Tran, Mayor

APPROVED AS TO FORM:

Christopher J. Diaz, City Attorney