

**RESOLUTION NO. \_\_\_\_\_**

**A 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, MEA, MISCELLANEOUS  
UNREPRESENTED AND FIRE UNREPRESENTED CLASSIFICATIONS**

**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**, 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.

**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. Resolution No. 1626, as amended, is hereby further amended effective July 4, 2021, as follows:

The City Council hereby adopts the salary schedule attached hereto as **Exhibit A** (“All Job Classifications/Salary Table Effective July 4, 2021”), which includes updated salary ranges for the following classifications:

1. All classifications represented by the International Association of Firefighters (IAFF), Mid-Management and Confidential Unit (MidCon), Municipal Employees Association Group (MEA), and the Professional and Technical Group (ProTech), in accordance with the following Memorandums of Understanding (MOUs):
  - Milpitas Police Officers Association dated January 1, 2017 – December 31, 2021, extended by side letter through December 31, 2023.
  - International Association of Firefighters MOU dated July 1, 2018– June 30, 2022, extended by side letter through June 30, 2024
  - Mid-Management and Confidential Unit MOU dated July 1, 2019– June 30, 2023, extended by side letter through June 30, 2025
  - Professional and Technical Group MOU dated July 1, 2019– June 30, 2023
  - Municipal Employees Association Group MOU dated July 1, 2020 – June 30, 2023
2. All classifications included in the Unrepresented Miscellaneous group and the Unrepresented Fire group, in accordance with the following document:
  - Unrepresented Management Employees Salary and Benefit Package dated July 1, 2020

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