

RESOLUTION NO. 8888

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AMENDING THE CLASSIFICATION PLAN TO ADJUST SALARY RANGES OF UNREPRESENTED MANGEMENT EMPLOYEES AND AUTHORIZING FRINGE BENEFITS

WHEREAS, the City of Milpitas Unrepresented Management Employees are not organized or represented for the purposes of meeting and conferring with the City in the areas of salary, benefits, and working conditions; and

WHEREAS, on December 17, 1968, the City of Milpitas established a Classification Plan adopted as Resolution No. 1626, 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, including transfer of duties, new job responsibilities, and adjustments to salary ranges; and

WHEREAS, on July 7, 1981, the City Council of the City of Milpitas adopted Resolution No. 3558 to authorize compensation and fringe benefits for all exempt employees and City Council; and

WHEREAS, it is the desire of the City Council to amend the Classification Plan to authorize salary range increases for Unrepresented Management Employees and to authorize fringe benefits as set out herein.

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 to adjust the salary ranges for Unrepresented Management Employees, as set out in Exhibit A, attached hereto.
3. The City Council hereby authorizes the revised fringe benefits listed in Exhibit B, attached hereto, for Unrepresented Management Employees.

PASSED AND ADOPTED this 18th day of June 2019, by the following vote:

AYES: (5) Mayor Tran, Vice Mayor Dominguez, Councilmembers Montano, Nuñez, and Phan

NOES: (0) None

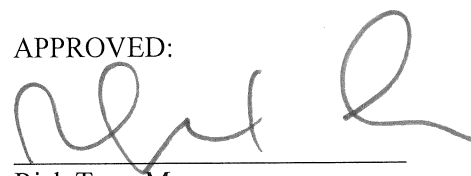
ABSENT: (0) None

ABSTAIN: (0) None

ATTEST:


Mary Lavelle, City Clerk

APPROVED:


Rich Tran, Mayor

APPROVED AS TO FORM:

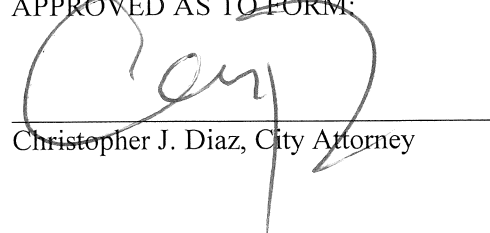

Christopher J. Diaz, City Attorney

Exhibit A

Unrepresented Management Salary Adjustments

(Hourly Salary)

Job Title	% Increase	Current	(7/01/2018)	Proposed	(7/01/2019)
		Bottom	Top	Bottom	Top
Executive Staff					
Assistant City Manager	5.00%	\$86.65	\$121.32	\$90.98	\$127.39
Building & Housing Director	5.00%	\$75.37	\$105.51	\$79.14	\$110.79
City Clerk	5.00%	\$57.31	\$80.24	\$60.18	\$84.25
Deputy City Manager	5.00%	\$84.89	\$118.84	\$89.13	\$124.78
Economic Development Director	5.00%	\$69.33	\$97.06	\$72.80	\$101.91
Finance Director	5.00%	\$75.69	\$105.96	\$79.47	\$111.26
Human Resources Director	5.00%	\$75.27	\$105.38	\$79.03	\$110.65
Information Technology Director	5.00%	\$74.28	\$103.99	\$77.99	\$109.19
Recreation and Community Services Director	5.00%	\$73.81	\$103.53	\$77.50	\$108.71
Planning Director	5.00%	\$75.37	\$105.51	\$79.14	\$110.79
Public Works Director	5.00%	\$77.50	\$108.50	\$81.38	\$113.93
Engineering Director/City Engineer	5.00%	\$75.37	\$105.51	\$79.14	\$110.79
Chief of Police**	5.00%	\$89.81	\$125.74	\$94.30	\$132.03
Fire Chief**	5.00%	\$89.81	\$125.74	\$94.30	\$132.03
Unrepresented Staff					
Assistant Director of Finance	5.00%	\$62.36	\$87.31	\$65.48	\$91.68
Assistant Fire Marshal	5.00%	\$64.65	\$90.51	\$67.88	\$95.04
Assistant Police Chief**	5.00%	\$85.54	\$119.75	\$89.82	\$125.74
Building Official	5.00%	\$65.26	\$91.37	\$68.52	\$95.94
Chief Fire Enforcement Officer	5.00%	\$62.50	\$87.50	\$65.63	\$91.88
CIP Manager	5.00%	\$57.27	\$80.18	\$60.13	\$84.19
Community Services Engagement and Inclusion Administrator	5.00%	\$59.13	\$82.78	\$62.09	\$86.92
Deputy Fire Chief**	5.00%	\$81.46	\$114.05	\$85.53	\$119.75
Deputy Public Works Director	5.00%	\$66.85	\$93.59	\$70.19	\$98.27
Employee Relations Officer*	5.00%	\$57.44	\$80.42	\$60.31	\$84.44
Finance Manager*	5.00%	\$53.42	\$74.79	\$56.09	\$78.53
Housing Authority Administrator	5.00%	\$55.77	\$78.08	\$58.56	\$81.98
Planning Manager	5.00%	\$57.44	\$80.42	\$60.31	\$84.44
Plan Review Manager*	5.00%	\$60.10	\$73.08	\$63.10	\$76.73
Police Captain**	5.00%	\$81.46	\$114.05	\$85.53	\$119.75
Police Support Services Mgr	5.00%	\$55.71	\$78.00	\$58.50	\$81.90
Public Information Officer	5.00%	\$55.28	\$77.40	\$58.04	\$81.27
Public Works Manager	5.00%	\$51.58	\$72.21	\$54.16	\$75.82
Traffic and Transportation Manager	5.00%	\$55.28	\$77.40	\$58.04	\$81.27

Unrepresented employees will be eligible for a 5% salary increase on the first full pay period after 7/1/2019; 4% salary increase on the first full pay period after 7/1/2020; 3% salary increase on the first full pay period after 7/1/21 and 3% salary increase on the first full pay period after 7/1/22.

* New positions for FY19-20 Budget - the hourly rates in the 7/1/18 columns are the hourly rates approved in the budget adoption resolutions dated June 11, 2019

** The hourly rates in the 7/1/18 columns were adjusted for 5 Unrep Public Safety classifications on March 19, 2019

Dependent Benefits Grid

Dependent Benefits				
Group	Date of Hire	Date of Retirement	Minimum Years of Continuous Service	City Contribution for Dependent Medical Premiums (3)
Unrepresented (UNREP-Police) ¹	Before January 1, 1996	After June 30, 2003	At least 5	100% of family/dependent premiums
	After December 31, 1995	After June 30, 2003	5 but less than 9	Up to 25% of the family/dependent premium
			9 but less than 14	Up to 50% of the family/dependent premium
			14 but less than 19	Up to 75% of the family/dependent premium
			At least 19	Up to 100% of the family/dependent premium
Unrepresented (UNREP-Fire) ²	Before January 1, 1996	After September 4, 2007	At least 5	100% of family/dependent premiums
	After December 31, 1995	After September 4, 2007	5 but less than 9	Up to 25% of the family/dependent premium
			9 but less than 14	Up to 50% of the family/dependent premium
			14 but less than 19	Up to 75% of the family/dependent premium
			At least 19	Up to 100% of the family/dependent premium
Unrepresented (UNREP-Misc) ²	After January 1, 1987	After June 5, 2018	5 but less than 9	Up to 25% of the family/dependent premium
			9 but less than 14	Up to 50% of the family/dependent premium
			14 but less than 19	Up to 75% of the family/dependent premium
			At least 19	Up to 100% of the family/dependent premium

¹ If the UNREP-Police fund is depleted, MPOA will provide funding for the dependent benefits.

² The Fire Chief is ineligible for dependent fund benefits.

³ Family/Dependent Medical Premium is active employee Single+1 OR Family medical premium rate less active employee Single medical premium rate.

Retiree Benefits Grid

Notes:

All employees who retire from the City are allowed to continue CalPERS medical coverage and receive the PEMHCA minimum. The benefits described in the grid below include the PEMHCA minimum.

Upon reaching Medicare eligibility, the City's contribution is capped at the applicable Medicare premium. "Vesting" percentages still apply.

"Benefit Cap": The single medical premium rate paid by the City for active employees (currently Kaiser)

"Retiree Cap": 115% of the Benefit Cap

Retiree Medical Benefits - Dependent Benefits will be summarized separately				
Group	Date of Hire	Date of Retirement	Minimum Years of Continuous Service	City Contribution for Retiree's Medical
Unrepresented Miscellaneous and Fire*	Before July 1, 1995	Before January 1, 1989	n/a	PEMHCA Minimum Only
		After July 1, 1990 but before September 1, 2002	Less than 5	PEMHCA Minimum Only
			At least 5	Any employee only medical premium rate
		After August 31, 2002	Less than 5	PEMHCA Minimum Only
	After June 30, 1995	Any	At least 5	Benefit cap
			Less than 5	PEMHCA Minimum Only
			5 but less than 10	Up to 25% of the Benefit Cap
			10 but less than 15	Up to 50% of the Benefit Cap
			15 but less than 20	Up to 75% of the Benefit Cap
			At least 20	Up to 100% of the Benefit Cap
Unrepresented Police ONLY*	Before July 1, 1995	Before January 1, 1989	n/a	PEMHCA Minimum Only
		After December 31, 1988 but before July 1, 2003	Less than 5	PEMHCA Minimum Only
			At least 5	Any employee only medical premium rate
		After June 30, 2003	Less than 5	PEMHCA Minimum Only
	At least 5		Retiree Cap	
	After June 30, 1995	Any	Less than 5	PEMHCA Minimum Only
			5 but less than 10	Up to 25% of the Retiree Cap
			10 but less than 15	Up to 50% of the Retiree Cap
			15 but less than 20	Up to 75% of the Retiree Cap
			At least 20	Up to 100% of the Retiree Cap