

**RESOLUTION NO.**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AMENDING THE CLASSIFICATION PLAN TO ADJUST SALARY RANGES OF UNREPRESENTED MANGEMENT EMPLOYEES**

**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**, on March 19, 2019, the City Council took action to tie the Unrepresented Police Management classifications and Unrepresented Fire Management classifications salaries to the Milpitas Police Officers Association (MPOA) and International Association of Fire Fighters (IAFF) salary increases respectively; and

**WHEREAS**, on June 18, 2019, the City Council adopted Resolution No. 8888 amending the Classification Plan to authorize salary range increases for Unrepresented Management Employees by 3% effective the first full pay period in July 2021; and

**WHEREAS**, as a result significant effects of the global pandemic on the City's resources, it is the desire of the City Council to amend the Classification Plan to eliminate the previously authorized salary range increases for Unrepresented Management Employees effective in 2021, along with eliminating any increases for the Unrepresented Police Management classification and Unrepresented Fire Management classification salaries that may be due for an adjustment based on any salary adjustment provided in the existing Memorandum of Understanding for MPOA (5% in January 2021) and IAFF (4% in July 2021).

**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 further amended to eliminate the scheduled 3% salary increase effective in 2021 for Unrepresented Management Employees.
3. The City Council also hereby eliminates the any increases for the Unrepresented Police Management classification and Unrepresented Fire Management classification salaries that may be due for an adjustment based on any salary adjustment provided in the existing Memorandum of Understanding for MPOA (5% in January 2021) and IAFF (4% in July 2021).

PASSED AND ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

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Mary Lavelle, City Clerk

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Rich Tran, Mayor

APPROVED AS TO FORM:

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Christopher J. Diaz, City Attorney