

**Amendment and Extension to the
July 31, 2005 – December 31, 2007 Memorandum of Understanding
between the City of Milpitas
and the International Association of Firefighters Local 1699**

The City of Milpitas ("City") and IAFF Local 1699 ("Union") agree to extend their current Memorandum of Understanding with effective dates July 31, 2005 – December 31, 2007 for one year, to December 31, 2008, subject to the following provisions and amendments:

1. Effective the first full pay period of January 2008, all represented employees in the bargaining unit shall receive an increase in base salary of 3.0%.
2. Effective January 1, 2008, the vacation accrual rates set forth in Section 10.00 of the MOU, entitled "Vacation Leave and CTO, shall be modified as follows:

10.03.01 All eligible employees on a 56 hour work week shall accumulate vacation hours as follows:

- (a) First year through the completion of the fourth year shall earn 4.6153 hours biweekly per year. (120 hours per year)*
- (b) Fifth year through the completion of the ninth year shall earn 6.4615 hours biweekly per year. (168 hours per year)*
- (c) Tenth year through the completion of the fourteenth year shall earn 8.5153 hours biweekly per year. (224 hours per year)*
- (d) Fifteenth year through the completion of the nineteenth year shall earn 9.2307 hours biweekly per year. (240 hours per year)*
- (e) Twentieth year through the completion of the twenty-fourth year shall earn 11.0769 hours biweekly per year. (288 hours per year)*
- (f) Twenty-fifth year through the completion of the twenty-sixth year shall earn 9.6344 hours biweekly. (250.12 hours per year)*
- (g) Twenty-sixth year through the completion of the twenty-seventh year shall earn 6.8697 hours biweekly. (178.36 hours per year)*
- (h) Twenty-seventh year and thereafter shall earn 1.3403 hours biweekly. (34.58 hours per year)*

10.03.03 *Personnel permanently assigned to a 40-hour workweek shall accumulate vacation and leave as follows:*

- (a) *Employee shall earn vacation credits at the rate of 3.3846 hours biweekly for each full two weeks of service;*
- (b) *After completion of the fourth year of service, vacation credits for employees shall be increased to the rate of 4.9231 hours biweekly for each full two weeks of service;*
- (c) *After completion of the ninth year of service, vacation credits for employees shall be increased to the rate of 6.4615 hours biweekly for each full two weeks of service;*
- (d) *After completion of the fourteenth year of service, vacation credits for employees shall be to the rate of 8.00 hours biweekly for each full two weeks of service;*
- (e) *After completion of the nineteenth year of service, vacation credits for employees shall be increased to the rate of 9.5385 hours biweekly for each full two weeks of service.*
- (f) *After completion of the twenty-fourth year of service, vacation credits for employees shall be decreased to the rate of 8.2950 hours biweekly for each full two weeks of service.*
- (g) *After completion of the twenty-fifth year of service, vacation credits for employees shall be decreased to the rate of 5.9116 hours biweekly for each full two weeks of service.*
- (h) *After completion of the twenty-sixth year of service, vacation credits for employees shall be decreased to the rate of 1.1449 hours biweekly for each full two weeks of service.*

3. Effective the first full pay period of January 2008, the longevity provisions set forth in Section 29.06 of the MOU shall be modified as follows:

All represented employees covered by this MOU shall be entitled to longevity pay as follows:

29.06.1 *Effective the first full pay period following the completion of an employee's 9th year of regular, full time service, a longevity incentive of three percent (3%) over base pay.*

29.06.2 *Effective the first full pay period following the completion of an employee's 14th year of regular, full time service, an additional 2% over the previous 3% longevity incentive for a total increase of*

5% over base pay.

- 29.06.3 *Effective the first full pay period following the completion of an employee's 19th year of regular, full time service, an additional 2% over the previous 5% longevity incentive for a total increase of 7% over base pay.*
- 29.06.4 *Effective the first full pay period following completion of an employee's 24th year of regular, full time service, an additional 1.2% over the previous 7% longevity incentive for a total increase of 8.2% over base pay.*
- 29.06.5 *Effective the first full pay period following completion of an employee's 25th year of regular, full time service, an additional 2.3% over the previous 8.2% longevity incentive for a total increase of 10.5% over base pay.*
- 29.06.6 *Effective the first full pay period following completion of an employee's 26th year of regular, full time service, an additional 4.6% over the previous 10.5% longevity incentive for a total increase of 15.1% over base pay.*
4. All other terms and conditions of the MOU shall remain in effect during the term of this Agreement.
5. The parties understand and agree that the terms of this Side Letter shall not be effective unless and until approved by resolution of the Milpitas City Council.

CITY OF MILPITAS

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 1699


Carmen Valdez,
Human Resources Director


Ralph Moss
IAFF President

Dated: 11/8/07

Dated: 11/8/07

Appendix A: Salary Schedule January 06, 2008

Salary Schedule - As of January 06, 2008

Job Classification	Monthly Range	
Captain/Pub Education	\$ 8,291.60	- \$ 10,034.22
Fire Captain	\$ 8,211.60	- \$ 9,936.92
Fire Engineer	\$ 7,240.98	- \$ 8,757.06
Fire Engineer/Paramedic (12% above Fire Engineer)	\$ 8,085.15	- \$ 9,783.18
Fire Prevention Inspector	\$ 8,291.60	- \$ 10,034.22
Firefighter	\$ 6,767.46	- \$ 8,181.36
Firefighter Trainee (10% below Firefighter)	\$ 5,964.95	- \$ 7,250.33
Firefighter/Paramedic (12% above Firefighter)	\$ 7,554.84	- \$ 9,138.43
Firefighter/Paramedic Trainee (10% below Firefighter/Paramedic)	\$ 6,680.76	- \$ 6,680.76
Hazardous Materials Inspector	\$ 8,291.60	- \$ 10,034.22

The above salary schedule reflects a salary adjustment as follow:

- Effective the first pay period after January 1, 2008 represented employees shall receive a 3% general wage increase to their base salary.

City Potential Counter Costing
October, 2007

	<u>1/2 Year Beg 1/08 FY07-08</u>	<u>1/2 Year End 12/08 FY08-09</u>	<u>Cash impact 1 year</u>	<u>1 Year Proposal</u>
1) Term: 1/08-12/08 (12 months)				
2) Wages: 3% effective 1/08	4,384,097	4,384,097		
Proposed salary + mandated benefits*	4,256,404	4,256,404		
Current salary + mandated benefits				
Difference	<u>127,692</u>	<u>127,692</u>	255,384	3.00%
3) Cost Natural Longevity, at the completion of:				
24th yr, 1.2% longevity pay, reduce vacation by:				
1.2435 hrs per pp for 40 hours employees				
1.4425 hrs per pp for 56 hours employees				
25th yr, 3.5% longevity pay, reduce vacation by:				
3.6269 hrs per pp for 40 hours employees				
4.2072 hrs per pp for 56 hours employees				
26th yr, 8.1% longevity pay, reduce vacation by:				
8.3936 hrs per pp for 40 hours employees				
9.7366 hrs per pp for 56 hours employees				
	<u>-</u>	<u>-</u>	<u>0</u>	<u>0.00%</u>
Total cost	<u><u>127,692</u></u>	<u><u>127,692</u></u>	<u><u>255,384</u></u>	<u><u>3.00%</u></u>

* Mandated benefits includes:	
PERS employer contribution Safety	23.081%
Workers Compensation - IAFF	5.00%
Medicare	1.45%
Total	<u>29.531%</u>

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF MILPITAS AMENDING AND EXTENDING THE JULY 31, 2005 THROUGH DECEMBER 31, 2007 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MILPITAS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1699 (IAFF)

WHEREAS, the City of Milpitas (“City”) and the International Association of Firefighters Local 1699 (“IAFF”) have entered into a Memorandum of Understanding with the effective dates of July 31, 2005 through December 31, 2007 (“MOU”); and have agreed to extend to their contract for one year to December 31, 2008, subject to the following provision and amendments:

WHEREAS, effective the first full pay period of January 2008, all employees in the bargaining unit shall receive an increase in base salary of 3% as shown in “Exhibit A” a copy of which is attached; and

WHEREAS, effective the first full pay period in January 2008 and after the completion of eligible years the vacation and accrual rates set forth in Section 10.00 of the MOU, entitled “Vacation Leave and CTO shall be modified as defined in the attached side letter; and

WHEREAS, effective the first full pay period of January 2008, the longevity provisions set forth in section 29.06 of the MOU shall be modified as defined in the attached side letter; and

NOW, THEREFORE BE IT RESOLVED that the Memorandum of Understanding between the International Association of Firefighters Local 1699 and the City of Milpitas is hereby amended and adopted.

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

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Mary Lavelle, City Clerk

Jose Esteves, Mayor

APPROVED AS TO FORM:

Michael J. Ogaz, City Attorney

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