

Extension of Memorandum of Understanding Between City of Milpitas and Milpitas Police Officers Association On Salaries, Fringe Benefits and Working Conditions

January 1, 2008 to December 31, 2008

The authorized representatives of the City of Milpitas, hereafter referred to as the "City," and the authorized representatives of the Milpitas Police Officers Association, hereafter referred to as the "Association," do hereby jointly agree to increase salaries for the recognized classifications of employees by 3% effective the pay period including January 1, 2008 as set forth on the attached Appendix A – Salary Schedule Appendix and do hereby jointly agree to extend the terms and conditions of employment set forth in the Memorandum of Understanding dated July 1, 2005 to December 31, 2007 (hereinafter "MOU") for one year, from January 1, 2008 to December 31, 2008, except for the term of the MOU and except for the aforementioned Appendix A – Salary Schedule Appendix.

- a) The term of this MOU extension shall be for TWELVE (12) months commencing at 12:01 a.m. on January 1, 2008 and terminating at 12:00 Midnight on December 31, 2008.

The Association has ratified and the City Council will approve this extension of the Memorandum of Understanding on December 11, 2007.

City Representative:

Association Representative:


 Carmen Valdez,
 Human Resources Director


 Matthew Toffey,
 MPOA President

Date: 12/5/07

Date: 12/5/07

APPENDIX A - SALARY SCHEDULE

<u>Job Classification</u>	<u>Salary Range – Effective January 1, 2008</u>
Patrol Officer	\$ 6,547.17 - \$ 7,958.06
Police Officer	\$ 7,159.48 - \$ 8,702.41
Police Sergeant	\$ 8,648.73 - \$ 10,512.74
Police Lieutenant	\$ 10,042.46 - \$ 12,206.68
Patrol Officer Trainee	\$ 6,406.58 - \$ 7,787.11
Police Officer Trainee	\$ 7,005.65 - \$ 8,515.55
Communications Dispatcher	\$ 6,123.65 - \$ 7,443.23
Communications Dispatch Supervisor	\$ 7,072.48 - \$ 8,596.69
Police Clerk I	\$ 4,459.33 - \$ 5,420.27
Police Clerk II	\$ 4,905.18 - \$ 5,962.30
Police Clerk Supervisor	\$ 5,665.60 - \$ 6,886.52
Police Property Clerk	\$ 5,202.06 - \$ 6,323.12
Police Assistant	\$ 6,221.26 - \$ 7,561.96

1.01 The above salary schedule reflects a salary adjustment as follows:

1.01.1 A 3.00% base salary increase effective the pay period including January 1, 2008.

City Potential Counter Costing
October 2, 2007

		Beg 1/08 FY07-08	End 12/08 FY08-09	Cash impact 1 year	1 Year Proposal
1) Term:	1/08-12/08 (12 months)				
2) Wages:	1/08: 3%				
	Proposed salary + mandated benefits*	7,967,586	7,967,586		
	Current salary + mandated benefits	7,735,520	7,735,520		
	Difference	232,066	232,066	464,131	3.00%
		1/2 Year	1/2 Year		

* Mandated benefits includes:

PERS contribution	
Safety	23.081%
Non-safety	14.928%
Workers Compensation	
Safety	5.50%
Non-safety	1.00%
Medicare (same)	1.45%

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 MILPITAS POLICE OFFICERS ASSOCIATION (MPOA)**

WHEREAS, the City of Milpitas (“City”) and the Milpitas Police Officer Association (“MPOA”) 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:

WHEREAS, effective January 1, 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

NOW, THEREFORE BE IT RESOLVED that the Memorandum of Understanding between the Milpitas Police Officers Association 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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