

EXHIBIT A

SCOPE OF SERVICES

Services:

Consultant shall:

Provide professional consultative services to the City of Milpitas relative to the development of a Total Compensation methodology to be used at the discretion and implementation of the City of Milpitas for determining employee compensation. Such services shall include the following:

1. Provide expert leadership and advice to the City of Milpitas in the development of a Total Compensation model that meets the needs and desires of the management of City of Milpitas.
2. Meet as required with City of Milpitas designated staff and officials to discuss and determine the methodology to be included in a Total Compensation approach to employee compensation; meet in intervals necessary to complete the project in a timely manner; meet with other persons, consultants, agencies as directed and desired by the City of Milpitas in the performance of services.
3. Make presentations to City of Milpitas staff, officials and designated representatives of bargaining units within the City of Milpitas on matters relating to the development of a Total Compensation model.
4. Review and examine the various City of Milpitas compensation documents relating to compensation.
5. Create models of Total Compensation formulas for consideration by the City of Milpitas.
6. Facilitate meetings between City of Milpitas management and the various bargaining units in an effort to gain consensus on a Total Compensation methodology to be used in the City of Milpitas for the purpose of determining employee compensation.
7. Act as advisor to City of Milpitas management relating to the development and implementation of a Total compensation methodology.
8. Provide the City of Milpitas with electronic and hard copy of documents, exhibits and all other materials developed as a result of work performed under this agreement.
9. Perform all work to the satisfaction of staff and officials of the City of Milpitas.