



CITY OF MILPITAS

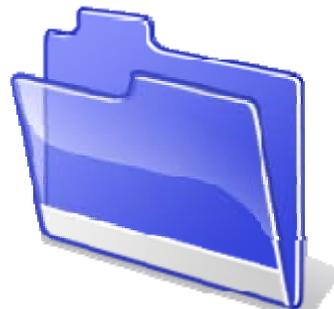
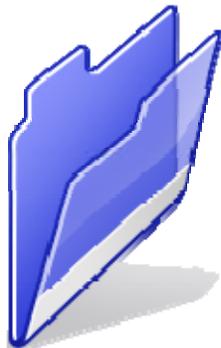
455 EAST CALAVERAS BOULEVARD, MILPITAS, CALIFORNIA 95035-5479
GENERAL INFORMATION: 408-586-3000, www.ci.milpitas.ca.gov

02/21/2012

Agenda Item No. 2



ATTACHMENTS AND/OR ADDITIONAL MATERIALS RELATED TO AGENDA ITEM AFTER AGENDA PACKET DISTRIBUTION



Mary Lavelle

From: Cindy Maxwell External
Sent: Thursday, February 16, 2012 8:29 PM
To: Jose Esteves; Pete McHugh; Debbie Giordano; Armando Gomez; Althea Polanski
Cc: Mary Lavelle; Mary Lavelle
Subject: Immediate Cut To Library Hours - Agenda Item No. 2 - 2/21/2012

Mr. Mayor and Councilmembers,

At your February 21, 2012 meeting, under agenda item no. 2, the City Manager recommends that special funding for library hours be cut immediately. This funding has been generously provided over the years by the City Council to enable the library to be open additional hours each week. The funding was also in keeping with an advisory measure passed by local voters.

However, if these funding cuts are made immediately, it sounds like the public will have virtually no notice that the library will be closed. What will all the students do on Monday when they arrive after school and find the library doors locked?

Additionally, this is being proposed with no opportunity for public comment and no analysis of financial benefits or service impacts. Some of the most vulnerable members of our community - our children, our seniors, our unemployed and our families who are barely surviving financially - will be significantly affected by an immediate closure.

During this financial crisis, the City Council must make service reductions and, of course, those decisions could affect the library hours that the City currently funds. I have no dispute with this. But shouldn't we address significant service reductions in a thoughtful manner rather than with a knee-jerk reaction? At least that way we can find ways to mitigate the impacts on our most vulnerable community members and make the most efficient and effective cost reductions possible.

I respectfully request that the City Council deny the City Manager's recommendation to immediately reduce library hours.

Sincerely,
Cindy Maxwell
350 Smithwood St., Milpitas

Citizens Budget Task Force

Recommendations from
November 2010

Benefits/Cafeteria Plan

- CAP Benefits at 35% of base salary for non-public safety; 40% for public safety
- Provide a cafeteria plan to allow employees to use pre-tax dollars and flexibility to choose benefits from menu

Projected Savings

\$6,507,000

Annually

MOU Additional Income Benefits

Negotiated MOU Provisions

- Bilingual Pay
- Canine Assignment
- Certification of License
- Career Development Incentive
- Confidential Pay
- Educational Incentive
- Emergency Operations
- FLSA Premium
- Hazardous Material
- Holiday-In-Lieu Pay
- Longevity Pay/non-Public Safety
- Motorcycle Incentive
- Shift Differential
- Special Assignment
- SWAT Assignment
- Uniform – Safety
- Uniform – MEA and MPOA Non-safety
- Working Out of Class Pay
- Physical Fitness

Projected Savings

\$ 2,400,000*
Annually

* Actual figure is \$ 3,000,000

Reduction of Benefit

- Longevity
- Terminate for Non-Public Safety
- Limit to 3% for Public Safety

Projected Savings
\$319,000
annually

Benefits to Adjust

- Limit vacation and sick leave to a 30 day maximum accrual. No cash out. Use it or lose it.
- Establish a Catastrophic Bank of Hours to be used for “family” catastrophic illness. No cash out.

Projected Savings

\$808,000
annually

Benefits to Terminate

| Benefit | Projected Savings |
|-----------------------------|-------------------|
| • Automatic Step Increases: | \$279,000 |
| • Confidential Pay: | \$ 18,000 |
| • Education Pay: | \$644,000 |
| • Special Assignment Pay: | \$ 58,000 |
| • Bilingual Pay: | \$ 73,000 |
| • Special Certificate Pay: | \$ 79,000 |
| • Physical Fitness Comp: | <u>\$ 80,000</u> |
| | \$1,231,000 |

Medical Benefits Adjustments

- Cap Employee Medical Benefit at current Kaiser Rate until employee contribution equals 50% of medical premium.

Projected Savings

- Year 1: \$365,000
- Year 2: \$766,000
- Year 3: \$1,208,000

Summary of Project Immediate Fiscal Impact

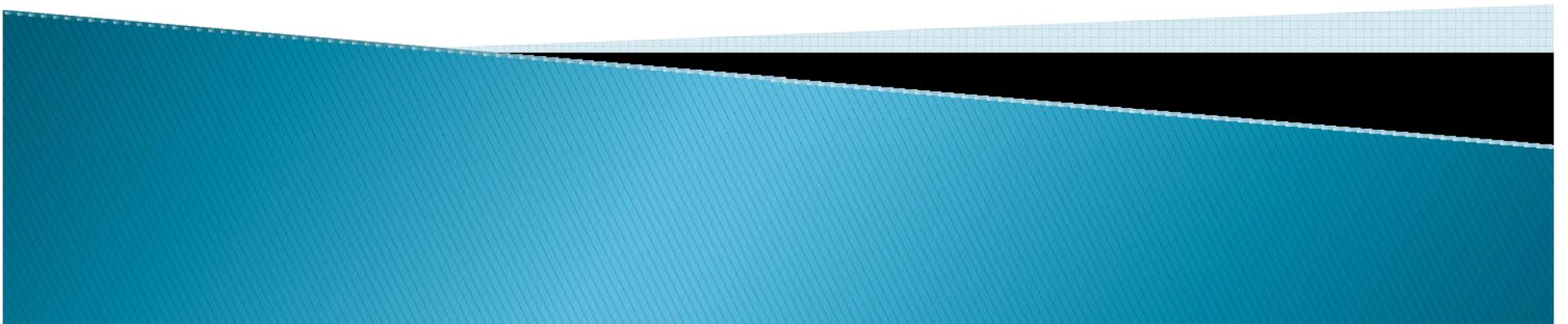
| Component | Fiscal Impact |
|--|--------------------|
| Salary Freeze | \$ 690,000 |
| Longevity | \$ 319,000 |
| MOU Additional Benefits | \$2,400,000 |
| Freeze Hiring | \$ 600,000 |
| Terminate Non-PERS Pension Contributions | \$ 260,000 |
| Limit Vacation and Sick Days | \$ 800,000 |
| Benefits to Terminate | \$ 1,231,000 |
| Medical Benefit Adjustment | \$ 365,000 |
| Medical Benefit/Retirees | \$ 183,000 |
| Eliminate Contribution/Dependent Medical | \$ 396,000 |
| Terminate Tidal Waves | \$ 250,000 |
| Programs/Revenue Neutral | \$1,400,000 |
| Country Reimbursement of Jail Expense | \$ 320,000 |
| Walmart Sales Tax | \$ 70,000 |
| Total | \$9,284,000 |

Salary/Benefits

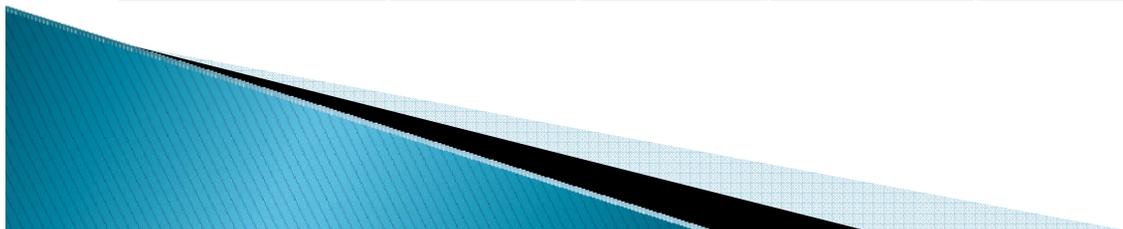
- 2011-12 Budget – Base Salary Paid = \$38.5 million
- 2011-12 Budget – Benefits total = \$26.2 million
- 2011-12 Budget – Total Compensation = \$64.7 million
- Recommendations from Citizens Budget Task Force was to reduce structural deficit
- Reduction in “extra” benefits would reduce current fiscal crisis by \$6.2 million
- Unfortunately, contracts do not expire until December 2012
- Only employee bargaining unions can decide elimination of “extra” benefits

Santa Clara County Library JPA

Hours of Operation

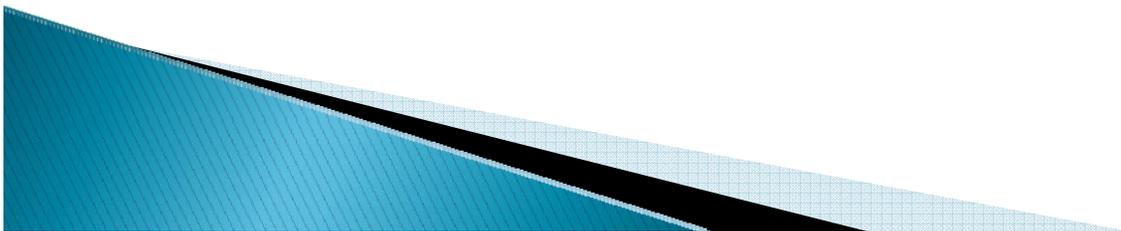


| Library | Mon. | Tues. | Wed. | Thurs. | Fri. | Sat. | Sun. |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Campbell | Closed | 10 am - 9 pm | 10 am - 9 pm | 10 am - 9 pm | 10 am - 6 pm | 10 am - 6 pm | Closed |
| Cupertino | 10 am - 9 pm | 10 am - 6 pm | 10 am - 6 pm | 12 pm - 6 pm |
| Gilroy | Closed | 1 pm - 9 pm | 10 am - 9 pm | 10 am - 9 pm | 10 am - 6 pm | 10 am - 6 pm | Closed |
| Los Altos | 10 am - 9 pm | 10 am - 6 pm | 10 am - 6 pm | 12 pm - 6 pm |
| Woodland Branch | 1 pm - 8 pm | 1 pm - 8 pm | 1 pm - 8 pm | 11 am - 5 pm | 11 am - 5 pm | 11 am - 5 pm | Closed |
| Milpitas | 10 am - 9 pm | 10 am - 6 pm | 10 am - 6 pm | 12 pm - 6 pm |
| Morgan Hill | Closed | 1 pm - 9 pm | 10 am - 9 pm | 10 am - 9 pm | 10 am - 6 pm | 10 am - 6 pm | Closed |
| Saratoga | 1 pm - 9 pm | 1 pm - 9 pm | 10 am - 6 pm | 10 am - 6 pm | 10 am - 6 pm | 10 am - 6 pm | 1 pm - 5 pm |



Questions

- ▶ What would the reduction of service be for 8 hours a week – instead of 10 am to 9 pm; new hours Noon to 9 pm?
- ▶ What is the volume of library users between 10 am and noon?
- ▶ What is the usage of Milpitas residents vs. non-residents?





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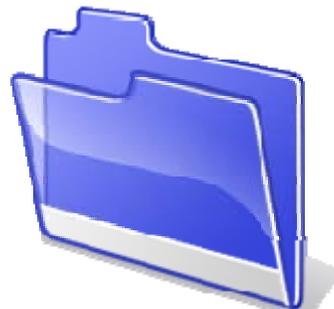
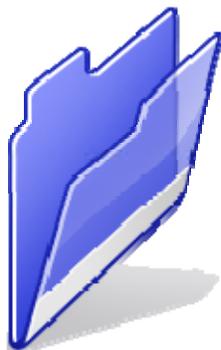
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02/21/2012

Agenda Item No. 10



ATTACHMENTS AND/OR ADDITIONAL MATERIALS RELATED TO AGENDA ITEM AFTER AGENDA PACKET DISTRIBUTION



To: City of Milpitas

Mary Lavelle, City Clerk

Fr: Steve Bahr

Resident Milpitas

Business Owner Milpitas

Subj: Milpitas City Council Meeting Feb. 21, 2012

Agenda item number XVII. 10 (Ordinance No. 262.7)

As a resident and business owner of Milpitas I am asking for this to be stopped or put before the voters of Milpitas.

I am concerned with the lack of transparency by the City and what looks to be a move to get their way since they lost legal standing on their position when transparency and disclosure were requested.

It is very alarming to see a court decision that has gone against the city, now has a rush to change the ordinance as the result. Further it is stipulated to waive the reading and adopt with urgency? I have calls into several city officials to obtain further information.

This is not an urgent matter and would appear to be an attempt run this through without a lot of public review.

According to page 7 of the meeting agenda it states " In its ruling the Court mentioned that the Municipal Code prevents the City from doing that." **That is why the Municipal Code is in place.** It would appear the court ruled that the data requested must be produced in response to a Public Records Act request. **In this case transparency in city government appears to be the motive and the court ruled in favor of councilwoman Giordano. Why are a few trying to block transparency within the City of Milpitas? Furthermore why are they trying to further exacerbate the problem by trying to change an ordinance that the court upheld in councilwoman Giordano's favor. Furthermore reading from the Milpitas Post. The judge already disagreed with the arguments made by the City. Stating "Public officials do not have a reasonable expectation in the privacy of their comings and goings at a civic facility, and therefore rejects respondent's privacy argument,"**

Due to what maybe a conflict, certain councilmember's should not be able to vote on this item.

I have calls into the councilmember's, city manager and the city attorney's office.

Sincerely,

Steve Bahr

408-263-6835 Business