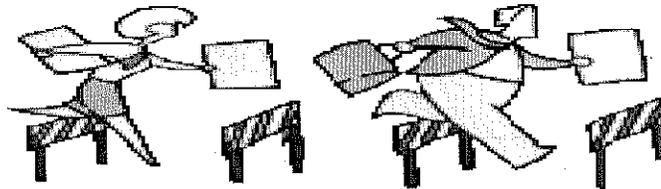




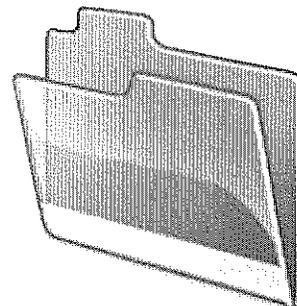
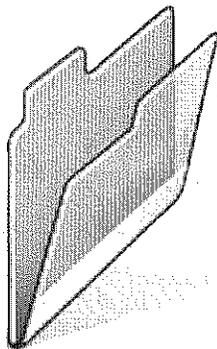
CITY OF MILPITAS

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

03/08/2012
Item No. VI



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



FY12-13 Salary and Benefit Budget by Union (with 7% Police Furlough)

DESCRIPTION	Fire	MEA	MSA	Police	ProTech	Mid-Mgmt	UnRep-Misc	UnRep-Safety	Council Appointed	Council	Total
Full Time Equivalent	56.00	69.50	5.00	104.00	83.25	34.00	13.00	10.00	2.00	5.00	381.75
Base Salary	\$6,503,185	\$4,082,588	\$462,575	\$10,621,544	\$7,007,559	\$3,644,223	\$2,029,612	\$1,705,650	\$411,222	\$59,676	\$36,527,834
Percentage Allowances (PERSable)											
Bilingual 2.5%	5,916	6,108	0	50,377	16,212	1,776	0	0	0	0	80,389
CA Cert 4%	0	33,168	3,876	0	0	0	0	0	0	0	37,044
Canine 5%	0	0	0	15,468	0	0	0	0	0	0	15,468
Career 6%	0	0	0	128,217	0	0	0	0	0	0	128,217
Confidential 2%	0	0	0	0	0	11,340	0	0	0	0	11,340
Confidential 5%	0	0	0	0	3,516	3,552	0	0	0	0	7,068
Educational 5%	0	0	0	71,117	0	0	0	0	0	0	71,117
Educational 7.5%	0	0	0	472,348	0	0	0	0	0	0	472,348
Haz Mat 6%	41,976	0	0	0	0	0	0	0	0	0	41,976
Holiday in Lieu 6%	367,492	0	0	473,525	0	0	0	27,216	0	0	868,233
Longevity	254,635	29,097	9,244	453,003	0	0	0	0	0	0	745,979
Motorcycle 5%	0	0	0	30,936	0	0	0	0	0	0	30,936
Shift Differential 2.5%	0	0	0	6,205	0	0	0	0	0	0	6,205
Shift Differential 3.75%	0	0	0	0	0	0	0	0	0	0	0
Shift Differential 5%	0	15,828	0	18,314	0	0	0	0	0	0	34,142
Special 10%	0	5,448	0	0	0	12,852	0	0	0	0	18,300
Special 5%	9,328	0	0	0	3,492	0	0	0	0	0	12,820
Special 6%	0	0	0	0	0	0	0	9,072	0	0	9,072
Special Certificates/Licenses	0	90,696	0	0	0	0	0	0	0	0	90,696
SWAT 5%	0	0	0	49,617	0	0	0	0	0	0	49,617
WOOC 10%	0	0	0	0	7,032	0	0	0	0	0	7,032
WOOC 15%	0	0	0	0	0	0	0	0	0	0	0
Subtotal	679,347	180,345	13,120	1,769,127	30,252	29,520	0	36,288	0	0	2,737,999
	10.45%	4.42%	2.84%	16.66%	0.43%	0.81%	0.00%	2.13%	0.00%	0.00%	7.50%
Fixed Allowances											
Uniform Allowance	56,000	0	0	127,860	0	0	0	11,400	0	0	195,260
Pager Compensation	0	0	4,676	0	0	0	0	0	0	0	4,676
Deferred Comp-Employer	0	0	0	0	0	30,600	11,700	9,000	1,800	0	53,100
Deferred Comp-Fire-Employer	33,000	0	0	0	0	0	0	0	0	0	33,000

FY12-13 Salary and Benefit Budget by Union (with 7% Police Furlough)

DESCRIPTION	Fire	MEA	MSA	Police	ProTech	Mid-Mgmt	UnRep-Misc	UnRep-Safety	Council Appointed	Council	Total
Car Allowance-550	0	0	0	0	0	0	0	0	0	33,000	33,000
Canine Allowance	0	0	0	6,720	0	0	0	0	0	0	6,720
Cell Phone Allowance-95	0	0	0	0	0	0	0	0	0	5,700	5,700
Subtotal	89,000	0	4,676	134,580	0	30,600	11,700	20,400	1,800	38,700	331,456
	1.37%	0.00%	1.01%	1.27%	0.00%	0.84%	0.58%	1.20%	0.44%	64.85%	0.91%
Other Benefits											
Medical	864,259	1,072,418	77,153	1,601,473	1,284,603	524,639	200,597	157,238	30,861	77,153	5,890,395
	13.29%	26.27%	16.68%	15.08%	18.33%	14.40%	9.88%	9.22%	7.50%	129.29%	16.13%
Dental	100,800	183,622	13,210	202,588	219,950	89,829	34,347	19,480	5,284	13,210	882,319
	1.55%	4.50%	2.86%	1.91%	3.14%	2.46%	1.69%	1.14%	1.28%	22.14%	2.42%
Vision	9,341	11,593	834	17,347	13,886	5,671	2,168	1,668	334	834	63,676
	0.14%	0.28%	0.18%	0.16%	0.20%	0.16%	0.11%	0.10%	0.08%	1.40%	0.17%
Short-Term Disability	0	5,671	408	0	6,793	2,774	1,061	0	163	408	17,279
	0.00%	0.14%	0.09%	0.00%	0.10%	0.08%	0.05%	0.00%	0.04%	0.68%	0.05%
Long-Term Disability	13,104	6,464	465	24,336	7,742	3,162	1,209	930	186	465	58,063
	0.20%	0.16%	0.10%	0.23%	0.11%	0.09%	0.06%	0.05%	0.05%	0.78%	0.16%
Life	4,368	5,421	390	8,112	6,494	2,652	1,014	780	156	390	29,777
	0.07%	0.13%	0.08%	0.08%	0.09%	0.07%	0.05%	0.05%	0.04%	0.65%	0.08%
Trust Fund	0	0	0	62,400	0	0	0	0	0	0	62,400
	0.00%	0.00%	0.00%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%
PERS - employer contribution	1,669,745	877,857	94,222	3,543,592	309,500	183,489	259,514	404,144	101,344	16,702	7,460,109
	25.68%	21.50%	20.37%	33.36%	4.42%	5.04%	12.79%	23.69%	24.64%	27.99%	20.42%
Retiree Medical Benefits (for active)	325,244	204,222	23,118	531,239	350,220	182,225	101,506	85,248	20,568	2,964	1,826,554
	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	4.97%	5.00%

FY12-13 Salary and Benefit Budget by Union (with 7% Police Furlough)

DESCRIPTION	Fire	MEA	MSA	Police	ProTech	Mid-Mgmt	UnRep-Misc	UnRep-Safety	Council Appointed	Council	Total
Additional Retiree Medical (for retired)	284,854	178,826	20,262	465,247	306,947	159,625	88,901	74,711	18,012	2,614	1,600,000
	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%
Medicare	101,138	59,871	4,067	170,037	94,641	53,759	29,586	15,358	5,984	1,420	535,861
	1.56%	1.47%	0.88%	1.60%	1.35%	1.48%	1.46%	0.90%	1.46%	2.38%	1.47%
Worker's Compensations	325,166	163,420	18,494	528,782	72,242	18,232	10,156	89,008	2,052	282	1,227,834
	5.00%	4.00%	4.00%	4.98%	1.03%	0.50%	0.50%	5.22%	0.50%	0.47%	3.36%
Health Insurance Admin Fee	3,521	4,369	314	6,538	5,234	2,138	817	629	126	314	24,000
	0.05%	0.11%	0.07%	0.06%	0.07%	0.06%	0.04%	0.04%	0.03%	0.53%	0.07%
Unemployment	21,364	13,412	1,520	34,894	23,021	11,972	6,668	5,603	1,351	196	120,000
	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%
Retiree Dependent Trust Fund	90,000	55,000	6,000	181,000	90,000	47,000	0	23,000	0	0	492,000
	1.38%	1.35%	1.30%	1.70%	1.28%	1.29%	0.00%	1.35%	0.00%	0.00%	1.35%
LIUNA Contribution	0	119,000	26,000	0	89,000	0	0	0	0	0	234,000
	0.00%	2.91%	5.62%	0.00%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.64%
Subtotal	3,812,904	2,961,166	286,457	7,377,585	2,880,272	1,287,167	737,544	877,797	186,421	116,952	20,524,266

Total Benefits	\$ 4,581,251	\$ 3,141,511	\$ 304,253	\$ 9,281,292	\$ 2,910,524	\$ 1,347,287	\$ 749,244	\$ 934,485	\$ 188,221	\$ 155,652	\$ 23,593,721
Total Salaries and Benefits	\$ 11,084,436	\$ 7,224,099	\$ 766,828	\$ 19,902,836	\$ 9,918,083	\$ 4,991,510	\$ 2,778,856	\$ 2,640,135	\$ 599,443	\$ 215,328	\$ 60,121,555
	18.44%	12.02%	1.28%	33.10%	16.50%	8.30%	4.62%	4.39%	1.00%	0.36%	100.00%
Benefits as % of Salaries	70.45%	76.95%	65.77%	87.38%	41.53%	36.97%	36.92%	54.79%	45.77%	260.83%	64.59%

FY11-12 Salary and Benefit Budget by Union

DESCRIPTION	Fire	MEA	MSA	Police	ProTech	Mid-Mgmt	UnRep	Total
Full Time Equivalent employees	56.00	71.50	4.00	105.00	84.50	35.00	25.00	381.00
Base Salary	\$6,641,886	\$5,010,333	\$419,652	\$11,613,566	\$7,053,080	\$3,707,196	\$4,102,184	\$38,547,897
Percentage Allowances (PERSable)								
Bilingual 2.5%	6,006	7,212	0	56,305	17,736	1,776	0	89,035
CA Cert 4%	0	45,024	4,356	0	0	0	0	49,380
Canine 5%	0	0	0	16,632	0	0	0	16,632
Career 6%	0	0	0	125,352	0	0	0	125,352
Confidential 2%	0	0	0	0	0	13,008	0	13,008
Confidential 5%	0	0	0	0	3,516	3,552	0	7,068
Educational 5%	0	0	0	77,918	0	0	0	77,918
Educational 7.5%	0	0	0	497,664	0	0	0	497,664
Haz Mat 6%	48,924	0	0	0	0	0	0	48,924
Holiday in Lieu 6%	375,290	0	0	533,229	0	0	27,216	935,735
Longevity	279,997	38,533	32,169	530,106	0	0	0	880,805
Motorcycle 5%	0	0	0	44,352	0	0	0	44,352
Shift Differential 2.5%	0	0	0	4,728	0	0	0	4,728
Shift Differential 3.75%	0	0	0	3,552	0	0	0	3,552
Shift Differential 5%	0	18,084	0	26,916	0	0	0	45,000
Special 10%	0	7,452	0	0	8,244	12,852	0	28,548
Special 5%	0	0	0	0	3,492	0	0	3,492
Special 6%	0	0	0	0	0	0	9,072	9,072
Special Certificates/Licenses	0	116,048	0	0	0	0	0	116,048
SWAT 5%	0	0	0	53,352	0	0	0	53,352
WOOC 10%	0	0	0	0	14,016	0	0	14,016
WOOC 15%	0	0	0	0	10,488	0	0	10,488
Subtotal	710,217	232,353	36,525	1,970,106	57,492	31,188	36,288	3,074,169
	10.69%	4.64%	8.70%	16.96%	0.82%	0.84%	0.88%	7.97%
Fixed Allowances								
Uniform Allowance	56,000	0	0	129,210	0	0	11,400	196,610
Pager Compensation	0	0	4,676	0	0	0	0	4,676

FY11-12 Salary and Benefit Budget by Union

DESCRIPTION	Fire	MEA	MSA	Police	ProTech	Mid-Mgmt	UnRep	Total
Deferred Comp-Employer Contrib	0	0	3,600	0	0	31,500	22,500	57,600
Deferred Comp-Fire-Employer C	33,000	0	0	0	0	0	0	33,000
Car Allowance-550	0	0	0	0	0	0	0	0
Canine Allowance	0	0	0	6,720	0	0	0	6,720
Cell Phone Allowance-95	0	0	0	0	0	0	0	0
Subtotal	89,000	0	8,276	135,930	0	31,500	33,900	298,606
	1.34%	0.00%	1.97%	1.17%	0.00%	0.85%	0.83%	0.77%
Other Benefits								
Medical	844,959	1,078,643	60,344	1,580,538	1,274,760	528,007	372,468	5,739,720
	12.72%	21.53%	14.38%	13.61%	18.07%	14.24%	9.08%	14.89%
Dental	100,800	188,906	10,568	201,197	223,252	92,471	66,051	883,246
	1.52%	3.77%	2.52%	1.73%	3.17%	2.49%	1.61%	2.29%
Vision	9,153	11,686	654	17,161	13,811	5,720	4,086	62,271
	0.14%	0.23%	0.16%	0.15%	0.20%	0.15%	0.10%	0.16%
Short-Term Disability	0	5,834	326	0	6,895	2,856	2,040	17,952
	0.00%	0.12%	0.08%	0.00%	0.10%	0.08%	0.05%	0.05%
Long-Term Disability	13,104	6,650	372	24,570	7,859	3,255	2,325	58,134
	0.20%	0.13%	0.09%	0.21%	0.11%	0.09%	0.06%	0.15%
Life	4,368	5,577	312	8,190	6,591	2,730	1,950	29,718
	0.07%	0.11%	0.07%	0.07%	0.09%	0.07%	0.05%	0.08%
Trust Fund	0	0	0	63,000	0	0	0	63,000
	0.00%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	0.16%
PERS - employer contribution	2,180,685	1,012,782	85,227	3,790,882	1,326,886	697,344	992,691	10,086,497
	32.83%	20.21%	20.31%	32.64%	18.81%	18.81%	24.20%	26.17%

FY11-12 Salary and Benefit Budget by Union

DESCRIPTION	Fire	MEA	MSA	Police	ProTech	Mid-Mgnt	UnRep	Total
Retiree Medical Benefits (for active)	332,114	250,420	20,988	580,875	352,495	185,336	205,117	1,927,345
	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%
Medicare	96,869	73,656	3,257	176,609	95,688	54,708	50,298	551,085
	1.46%	1.47%	0.78%	1.52%	1.36%	1.48%	1.23%	1.43%
Worker's Compensations	332,090	200,569	16,800	538,178	72,373	18,544	100,170	1,278,724
	5.00%	4.00%	4.00%	4.63%	1.03%	0.50%	2.44%	3.32%
Health Insurance Admin Fee	3,482	4,446	249	6,528	5,254	2,176	1,554	23,689
	0.05%	0.09%	0.06%	0.06%	0.07%	0.06%	0.04%	0.06%
Unemployment	12,043	9,084	761	21,057	12,788	6,722	7,438	69,892
	0.18%	0.18%	0.18%	0.18%	0.18%	0.18%	0.18%	0.18%
Retiree Dependent Trust Fund	96,000	56,000	10,000	182,000	97,000	56,000	21,000	518,000
	1.45%	1.12%	2.38%	1.57%	1.38%	1.51%	0.51%	1.34%
LIUNA Contribution		135,000	44,000		103,000			282,000
	0.00%	2.69%	10.48%	0.00%	1.46%	0.00%	0.00%	0.73%
Additional Retiree Medical (for retired)	214,529	161,831	13,554	375,111	227,810	119,740	132,498	1,245,073
	3.23%	3.23%	3.23%	3.23%	3.23%	3.23%	3.23%	3.23%
Subtotal	4,240,196	3,201,084	267,413	7,565,897	3,826,462	1,775,610	1,959,687	22,836,345

Total Benefits \$ 5,039,413 \$ 3,433,437 \$ 312,214 \$ 9,671,933 \$ 3,883,954 \$ 1,838,298 \$ 2,029,875 \$ 26,209,123

Total Salaries & Benefits \$ 11,681,299 \$ 8,443,770 \$ 731,866 \$ 21,285,499 \$ 10,937,034 \$ 5,545,494 \$ 6,132,059 \$ 64,757,020

Benefits as % of Base Salaries 75.87% 68.53% 74.40% 83.28% 55.07% 49.59% 49.48% 67.99%

**WYLIE, MCBRIDE,
PLATTEN & RENNEN**

A Law Corporation

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March 7, 2012

VIA FACSIMILE (408.586.3092) and U.S. MAIL

Carmen Valdez, Director
Department of Human Resources
City of Milpitas
455 East Calaveras Boulevard
Milpitas, California 95035

Re: Request to Open IAFF Local 1699 Contract

Dear Carmen:

Our office is in receipt of your letter of March 2, 2012 requesting that the International Association of Firefighters, Local No. 1699 reopen its Memorandum of Understanding with the City.

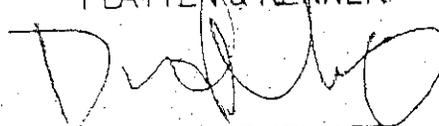
On or about February 14, 2012, our office sent City Manager Tom Williams a letter declining a previous, similar request to renegotiate Local 1699's Memorandum of Understanding. This position has not changed.

Local 1699 is, however, happy to sit down with the City to discuss its proposals; as well as discuss the City's failure to staff vacancies as required by last June's Letter of Understanding and other contractual issues.

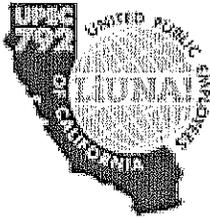
I am available to meet whenever is convenient for you in the remainder of this week. I am also available on March 13, 15, 16, and 17 of next week. Please let me know if any of these dates work for you or if you need additional dates.

Very truly yours,

WYLIE, MCBRIDE,
PLATTEN & RENNEN



DANIEL MENENDEZ



**United Public Employees of California,
Local 792**
Serving Those Who Serve Their Communities

1800 Park Marina Drive • Redding, California 96001-0913
530-245-1890 • Toll Free 800-241-1890 • Fax 530-246-1651
www.upec792.org

To: Carmen Valdez, Human Resources Director
From: Steve Allen, Representative
Date: March 7, 2012
Re: Request to Reopen Labor Negotiations

Dear Carmen,

I am in receipt of the Memorandums you sent to our four UPEC Units, i.e., Protech, MSA, MEA and Mid-Con pertaining to "reopening labor negotiations".

On behalf of our four Units, we would like to meet with you and any other appropriate City staff including the City Manager and Finance Director to discuss your request. I have been asked to coordinate a meeting and look forward to hearing an explanation of the specific underlying reasons for your request to open negotiations. Please be assured, the Units are not rejecting your request. We simply require more specific information before responding.

To save time and in order to receive consistent information for all participants by hearing the City's explanation at the same time, I suggest we convene a joint meeting of the four unit's leadership, UPEC staff and your staff.

Are you available March 22 or 23?

Please feel free to call me at 530-604-4874 or email me at steveallen@upec792.com with any questions.

Thank You.

cc: Milpitas Units
UPEC Staff
Goyette & Associates, Inc.