

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS
AMENDING RESOLUTION NO. 1626, THE CLASSIFICATION PLAN**

WHEREAS, the City of Milpitas exempt employees are not organized nor represented for purposes of meeting and conferring in the areas of salary, benefits and working conditions; and

WHEREAS, it is the intent of the City Council to compensate all employees in accordance with the Personnel Rules and Regulations of the City of Milpitas; and

WHEREAS, in order to maintain appropriate internal pay alignments, salaries for unrepresented management Safety personnel were reviewed and compared to subordinate represented employee salaries and a salary compaction issue was identified; and

WHEREAS, as salaries for unrepresented employees were last updated in 2007, a salary study was conducted which found that the salaries of classifications in this group are below market standards when compared to salaries of surrounding agencies; and

WHEREAS, in order to alleviate the salary compaction of certain management Safety personnel classifications, as well as to remain competitive with our surrounding agencies and retain current staff, it is recommended that unrepresented group salaries be updated to align with neighboring agencies, requiring amendment of the Classification Plan.

NOW, THEREFORE, the City Council of the City of Milpitas hereby finds, determines, and resolves as follows:

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. Resolution No. 1626, the Classification Plan, is hereby amended by expanding the salary ranges for all unrepresented personnel positions by 7% or the amount necessary to remedy any salary compaction issue by 5%, to be effective the full pay period ending January 25, 2014. Actual salary increases shall be subject to City Manager approval.

PASSED AND ADOPTED this _____ day of _____ 2014, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Mary Lavelle, City Clerk

Jose S. Esteves, Mayor

APPROVED AS TO FORM:

Michael J. Ogaz, City Attorney

2014 COMPACTION REVIEW

Fire

	Current	Annual
Fire	Annual Pay	Should Be
Captain	\$181,000	
Battalion Chief (40 hr)	\$ 160,365	\$ 190,050
Battalion Chief (56 hr)	\$ 160,365	\$ 190,050
Fire Marshal	\$ 158,659	\$ 169,765
Fire Chief	\$ 192,349	\$ 205,813

Police

	Current	Annual
Police	Annual Pay	Should Be
Lieutenant	\$ 199,903	
Commander	\$ 178,628	\$ 209,898
Chief	\$ 213,618	\$ 228,571