

**CITY OF MILPITAS  
CITIZENS BUDGET TASK FORCE  
MILPITAS CITY HALL COMMITTEE MEETING ROOM  
APPROVED SUMMARY ACTION MINUTES  
November 8, 2010**

- I. Call to Order / Roll Call** Task Force Chair Joseph Weinstein called the meeting to order at 1:00 PM
- Present: Task Force Chair Joseph Weinstein; Task Force Members Alan David and Dan Manassau; City Manager Tom Williams; City Attorney Mike Ogaz; Human Resources Director Carmen Valdez; Finance Director Emma Karlen, and Recording Secretary Veronica Bejines  
Tardy: Task Force Member Deepka Lalwani (arrived at 1:15 p.m.),  
Absent: Task Force Member Ami Shah and Task Force Vice Chair Angula Nigam
- II. Approval of Agenda** Motion: to approve the agenda, as submitted
- Motion/Second: Task Force Member Manassau/Task Force Member David
- Motion carried by a vote of: Ayes: 3  
Noes: 0
- III. Approval of Unapproved Minutes** Task Force Member Manassau requested the following change to the November 1, 2010 Minutes:
- On Page 2 - Task Force Member Manassau recommended an independent salary survey to be used as a basis for salary negotiations.
- Motion: to approve the unapproved Minutes, with the modified changes noted above.
- Motion/Second: Task Force Member Manassau/Task Force Member David
- Motion carried by a vote of: Ayes: 3  
Noes: 0
- IV. Public Forum** None.
- V. Chairperson's Remarks** Chair Weinstein noted that Task Force Member Shah will not be in attendance and Task Force Vice Chair Nigam is out ill.
- VI. Discussion** None
- VII. Task Force Subcommittee Reports**
- a. Chair Weinstein and the Task Force discussed the following policies in draft form that they plan to recommend to City Council:
1. City Council direct the City Manager to identify outsourcing tasks (must be substantially equivalent or similar), and study outsourcing every three years.
  2. Make the Budget Task Force an ongoing City Commission.
  3. Add one member of the Budget Task Force to the negotiation team.
  4. Negotiations should be made public twenty days prior to City Council vote. Would be a two step process at two different Council meetings. City Attorney Ogaz will draft verbiage on this recommendation and will e-mail it to the Chair.
- a. Policies  
b. Programs  
c. Income or Revenue  
d. Benefits and Salary  
e. Departments

5. Recommend that the City Council revisit the Wal Mart expansion. Per Chair Weinstein, projected increase in sales tax generation would be \$80,000.
  6. To review the structure of city departments in regards to redevelopment versus general fund.
  7. Recommend that there are two unions for negotiation purposes – public safety and non public safety.
  8. Recommend that the City cannot approve the budget if costs exceed revenue. City Manager Williams will draft verbiage on this recommendation and will e-mail it to the Chair.
  9. Recommend that the City Council mandate the City Manager to recover all costs from the County.
- b. Chair Weinstein and the Task Force discussed the following program recommendations in draft form that they plan to recommend to City Council:
1. Recommend that all Recreation programs are revenue neutral except the Senior Center. City Manager Williams will e-mail the fees to the Task Force.
  2. Eliminate the swim team.
  3. Cap the funding of the Chamber of Commerce budget to \$25,000.
- c. Chair Weinstein and the Task Force did not have any draft recommendations for Income or Revenue.
- d. Chair Weinstein and the Task Force discussed the following Benefits and Salary recommendations in draft form that they plan to recommend to City Council:
1. Recommend an Independent Salary Survey to be used as a basis for salary negotiations.
  2. Recommend a salary freeze.
  3. Recommend placing a “cap” of \$540.00 for future and current active employee benefits.
  4. Recommend that once retirees reach Medicare age, they no longer get benefits from the City.
  5. Recommend to remove City contribution for dependent cost of retiree benefit (for future retirees).
  6. Recommend to remove any City contributions to supplemental pension programs (including 457 program).
  7. Recommend to increase retirement age to maximum and lowest formula allowable by PERS for future employees.

8. Recommend to change “highest single year” in PERS to highest 3 year average for future employees.
9. Eliminate carry over of both sick pay and vacation within a 24 month period and no cash out.
10. Eliminate all automatic step increases (should be merit based).
11. For public safety, cap longevity pay at 10 years (will stay at 3% until they retire). Eliminate longevity pay for all other groups.
12. Eliminate confidential pay.
13. Eliminate educational pay.
14. Eliminate “Special” 10%, 6%, 5% extra pays including special certificates.
15. Eliminate bilingual pay.
16. Set a maximum city contribution to benefits that equals 40% of public safety salary and 35% of non public safety salary.
17. Cap medical contribution at current Kaiser rate.
18. Eliminate physical fitness extra pay.

**VIII. Future Agenda  
Items / Next  
Meeting**

None

**IX. Adjournment**

Meeting was adjourned at 5:20 PM to the next meeting on Monday, November 15, 2010 at 1:00 PM.

Respectfully submitted,

---

Veronica Bejines, Recording Secretary