



City of Milpitas

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Successful Conclusion of Labor Negotiations Yield Positive Results for Milpitas

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The City of Milpitas is pleased to announce the successful conclusion of negotiations between the City administration and two of its primary labor groups, MEA and ProTech, resulting in a mutually beneficial agreement that serves the interests of employees and the Milpitas community. These labor groups represent over 150 City employees, or approximately 35 percent of the City's labor force, including both maintenance workers as well as administrative staff.

After months of collaborative discussions and dialogue, representatives from the City, Milpitas Employee Association (MEA), and the Milpitas Professional and Technical Group (ProTech) have reached agreements that address key priorities for all involved. The agreements reflect a commitment to fairness, equity, and the well-being of City employees and residents.

The key terms for both units include a comprehensive compensation package that reflects the value of our employees' contributions to the City, including competitive wages and benefits that promote financial security and stability.

- 4% cost-of-living adjustment (COLA) in the first year
- 4% COLA in the second year
- Updated/added longevity pay for years of service:
 - 10 Years: 1% on top of base pay
 - 15 Years: 2% on top of base pay
 - 20 Years: 3% on top of base pay

Regarding the conclusion of negotiations, City Manager Ned Thomas commented, "I am pleased with the successful outcome of our negotiations under the direction of our City Council.

I commend the dedicated efforts of our negotiation teams for their hard work in finding common ground. This agreement reflects our shared commitment to fostering a positive working environment and upholding the values of fairness and equity within our City organization."

MEA President and Senior Public Works Lead over Fleet Robert DeLong shared, "By listening to each other's perspectives, we have strengthened our relationship and positioned ourselves for continued success in the future."

"This achievement reaffirms our belief in the power of collective bargaining to create positive change," said ProTech's President and Associate Planner Avery Stark.

The conclusion of these negotiations underscores Milpitas' commitment to fostering a supportive and inclusive workplace while ensuring the efficient delivery of essential services to the Milpitas community.

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About the City of Milpitas

Located at the southern end of San Francisco Bay, Milpitas is a progressive community that is an integral part of Silicon Valley. A full-service city with water utility, sewer utility, police and fire services, Milpitas is a flourishing community with a very diverse and inclusive resident population of nearly 80,000. Often referred to as the Crossroads of Silicon Valley, the City is situated between major thoroughfares in the Bay Area and considered a highly desirable location for world-class technology companies seeking to build a central base of operations. With the addition of the new Milpitas Transit Center offering BART, light rail, and bus service, and multiple new mixed-use development projects, along with a host of new City Plans and Programs in support of an inspiring and sustainable future, the City is at the forefront of building the next generation economy. For more information, visit: www.milpitas.gov

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