



City of Milpitas

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City of Milpitas and Milpitas Police Officers' Association Reach Contract Agreement

Milpitas, CA – May 8, 2024 – FOR IMMEDIATE RELEASE

The City of Milpitas Administration and Milpitas Police Officers' Association (MPOA) are pleased to announce the successful conclusion of labor negotiations, resulting in a mutually beneficial agreement that strengthens the partnership between Milpitas law enforcement and the community.

The key terms 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.

- Three-year contract with the following wage adjustments:
 - Sworn Employees:
 - Year 1: 6.5% base salary increase
 - Year 2: 5.0% base salary increase
 - Year 3: 4.0% base salary increase
 - Non-Sworn Employees:
 - Year 1: 6.5% base salary increase
 - Year 2: 3.0% base salary increase
 - Year 3: 3.0% base salary increase
- New 2.5% incentive pay for eligible Sworn employees for Crisis Intervention Training (CIT) certification

According to Mayor Carmen Montano, "By working together, we have achieved a result that strengthens our partnership with law enforcement and reaffirms our commitment to public safety and community engagement."

Councilmember Hon Lien added, "I commend both negotiating teams for their hard work and dedication in reaching this milestone, and I look forward to the positive impact this agreement will have on our City."

City Manager Ned Thomas expressed gratitude for the dedication and professionalism demonstrated by both negotiating teams throughout the process. "This agreement reflects our shared commitment to promoting public safety and strengthening community-police relations."

MPOA President Dave Morris shared, "We are proud to have reached an agreement that recognizes the hard work and sacrifices made by our officers and professional staff every day. This agreement will allow us to continue serving our community with the integrity and dedication the residents of the City of Milpitas deserve."

The City Administration and MPOA look forward to implementing the terms of the agreement and continuing to work collaboratively to ensure the safety and well-being of all residents.

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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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