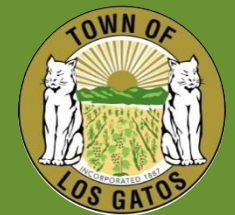


Town of Los Gatos Finance Commission Town Bargaining Groups



Bargaining Unit	Number of Current Members
Town Employees' Association (TEA)	54
American Federation of State, County and Municipal Employees (AFSCME)	14
Police Officers' Association (POA)	34
Totals	102
Management & Confidential (unrepresented)	42
Temporary (unrepresented)	47

TOWN BARGAINING UNITS

- **Representatives from the Town and bargaining units (“bargaining teams”) meet to negotiate the terms of an agreement**
- **Both sides discuss contract-related issues and present proposals and counter proposals**
- **State law requires that both sides engage in good-faith negotiations**

- If the parties cannot reach agreement, state law provides the following to help resolve the impasse:
 - State-assisted mediation
 - If mediation fails, a “factfinding” process follows in which both parties present their positions
 - A factfinder will issue recommendations to attempt to resolve differences
 - If still no agreement is reached the recommendations are made public

- **AFSCME and TEA MOUs expired on June 30, 2021**
- **POA MOU expired on September 30, 2021**
- **AFSCME contract extension approved on August 17, 2021**
 - **Contract extended through June 30, 2022**
 - **One-time eight (8) hour floating holiday**

- **TEA and POA negotiations continue**
- **Town Council met in Closed Session on:**
 - **February 2, 2021**
 - **April 6, 2021**
 - **August 3, 2021**
 - **September 21, 2021**
 - **October 7, 2021**

Year	TEA	AFSCME	POA	Management & Confidential
2011			2.00%	
2012			2.00%	
2013	1.5% of annual salary bonus	1.5% of annual salary bonus		1.5% of annual salary bonus
2014	2.00%	2.00%	Bonus = to 2.00% base salary	2.00%
2015	2.00%	2.00%	PO's and Cpl's 2.0% Sgt's bonus + 2.00%	2.00%
2016	2.50%	2.50%	2.50%	2.50%
2017	2.50%	2.50%	2.50%	2.50%
2018	2.50% 1.5% non-persable Market adjustments	2.50% 1.5% non-persable Market adjustments	2.50% Market adjustments	2.50% 1.50% non-persable Market adjustments
2019	3.00%	3.00%	4.00%	3.00%
2020	1.00% 2.00% non-persable	1.00% 2.00% non-persable	1.00% 2.00% non-persable	1.00% 2.00% non-persable

PRIOR SETTLEMENTS