



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 06/20/2023

ITEM NO: 18

DATE: June 7, 2023
TO: Mayor and Town Council
FROM: Laurel Prevetti, Town Manager
SUBJECT: Adopt the Following Salary Schedules:
a. Salary Schedule for Management Classifications Effective April 2, 2023,
b. American Federation of State, County, and Municipal Employees (AFSCME) Salary Schedule Effective July 9, 2023,
c. Police Officer Association (POA) Salary Schedule Effective July 9, 2023,
d. Town Employees' Association (TEA) Salary Schedule Effective July 9, 2023,
e. Salary Schedule for Confidential Classifications Effective July 9, 2023,
f. Salary Schedule for Management Classifications Effective July 9, 2023, and
g. Salary Schedule for Temporary/Hourly Classifications Effective July 9, 2023

RECOMMENDATION:

Adopt the Following Salary Schedules:

- a. Salary Schedule for Management Classifications Effective April 2, 2023,
- b. American Federation of State, County, and Municipal Employees (AFSCME) Salary Schedule Effective July 9, 2023,
- c. Police Officer Association (POA) Salary Schedule Effective July 9, 2023,
- d. Town Employees' Association (TEA) Salary Schedule Effective July 9, 2023,
- e. Salary Schedule for Confidential Classification Effective July 9, 2023,
- f. Salary Schedule for Management Classifications Effective July 9, 2023, and
- g. Salary Schedule for Temporary/Hourly Classifications Effective July 9, 2023.

BACKGROUND:

The Budget item on the June 6, 2023 Council agenda included salary schedules for all Represented, Confidential, Management, and Temporary employees. Unfortunately, the posted agenda inadvertently omitted paragraph "d" of the Subject and Recommendation of the

PREPARED BY: Gitta Ungvari
Finance Director

Reviewed by: Town Manager, Assistant Town Manager, Human Resources Director, and Town Attorney

BACKGROUND (continued):

report. Because the Salary Schedules were not listed on the posted agenda, Council could not consider them at the meeting.

DISCUSSION:

The Adopted Budget includes a 3% cost of living increase for Fiscal Year 2023/24 in the Memoranda of Understanding with all bargaining units that was approved by Council last year. All unrepresented staff would receive the same cost of living increase. In addition, unrepresented Management did not receive a 5% market increase last summer as did all other employees. The Adopted Budget includes a 3% market increase for Management classifications retroactive to April 2023.

CONCLUSION:

Staff recommends approval of adoption of the Salary Schedules for Management effective April 2, 2023, and Salary Schedules for AFSCME, TEA, POA, Confidential, Management and Temporary/Hourly Classifications effective July 9, 2023.

COORDINATION:

The preparation of the salary schedules involved the Town Manager's Office, and the Human Resources and Finance Departments.

FISCAL IMPACT:

The fiscal impact is presented in summary form in the Financial Summaries chapter of the Proposed Operating and Capital Budget for FY 2023/24, which was adopted by Town Council on June 6, 2023.

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachments:

1. Salary Schedule for Management Classifications Effective April 2, 2023
2. American Federation of State, County, and Municipal Employees (AFSCME) Salary Schedule Effective July 9, 2023
3. Police Officer Association (POA) Salary Schedule Effective July 9, 2023
4. Town Employees' Association (TEA) Salary Schedule Effective July 9, 2023
5. Salary Schedule for Confidential Classification Effective July 9, 2023

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Attachments (continued):

6. Salary Schedule for Management Classifications Effective July 9, 2023
7. Salary Schedule for Temporary/Hourly Classifications Effective July 9, 2023