



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 09/15/2020

ITEM NO: 7

DESK ITEM

DATE: September 15, 2020  
 TO: Mayor and Town Council  
 FROM: Laurel Prevetti, Town Manager  
 SUBJECT: Approve an Addendum to the Police Officers’ Association Memorandum of Understanding and Revisions to the Police Classifications within the Temporary Classification Plan

**REMARKS:**

A Council Member asked staff to answer the question raised in the public comments (Attachment 4). The question and staff’s response are below.

*“Please re-confirm that the total fiscal 2021 salary and benefit cost arising from the 1% COLA and a 2% one-time bonus for the POA is \$169,346. If the on-going impact of the 1% adjustment is \$82,448, wouldn’t that suggest that the 2% bonus cost is \$164,896 which is almost the entire amount of the stated cost of \$169,346.”*

No, the FY 2020/21 and FY 2021/22 impact of the 1% increase and the 2% non-PERSable bonus is illustrated in the below table.

FY 2020/21 (YEAR 1)			FY 2021/22 (YEAR 2)		
IMPACTS OF 1% INCREASE AND 2% NON-PERSABLE BONUS			IMPACTS OF 1 % INCREASE in FY 2020/21		
SALARIES	BENEFITS	TOTAL	SALARIES	BENEFITS	TOTAL
\$ 142,122	\$ 27,225	\$ 169,346	\$ 51,693	\$ 30,755	\$ 82,448

The proportion of the salary and the benefit impact are different between the two fiscal years due to the non-PERSable nature of the one-time bonus. The FY 2020/21 salary impact of \$142,122 consists of the impact of 1% increases (\$51,693) and the 2% non-PERSable bonus (\$90,429). The exclusion of benefits from the 2% one-time bonus is the reason the relationship between years is not linear as the question suggests.

**PREPARED BY:** Lisa Velasco  
Human Resources Director

Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

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SUBJECT: Approve Addendum to the POA MOU and Revisions to the Temporary  
Classification Plan

DATE: September 15, 2020

Attachments previously distributed with the Staff Report:

1. POA Addendum to the MOU
2. POA Salary Schedule
3. Temporary Salary Schedule

Attachment distributed with this Desk Item:

4. Public comments received between 11:01 a.m. Monday, September 14, 2020 and 11:01 a.m. Tuesday, September 15, 2020.