



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 09/15/2020

ITEM NO: 7

DATE: September 9, 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

RECOMMENDATION:

Approve an addendum to the Police Officers' Association Memorandum of Understanding (Attachment 1) and revisions to the Police Classifications within the Temporary classification plan (Attachment 3).

BACKGROUND:

The Police Officers' Association (POA) Memorandum of Understanding (MOU) expires on September 30, 2021. Although the MOU does not expire until 2021, it contains language that required a reopener to negotiate salary [i.e., cost of living adjustment (COLA)] during the third year of the agreement. In accordance with the Town's Employer-Employee Relations Resolution No. 1974-41, representatives of the Town and POA have met and conferred in good faith and within the scope of representation to reach an agreement related to reopener provisions.

The Temporary unit is an at-will, unrepresented unit of the Town. Recommendations for the Temporary unit classification plans are at the discretion of the Town Manager, with the consent of the Council, based on budget considerations and other factors at that time.

DISCUSSION:

During the meet and confer process, a tentative agreement was reached to implement a 1% COLA and a 2% non-PERSable one-time bonus effective in the first full pay period of October 2020. The agreed upon COLA and bonus is consistent with the addenda that were approved

PREPARED BY: Lisa Velasco
Human Resources Director

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

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DISCUSSION (continued):

for the Town's two other represented employee groups as well as the Management and Confidential classifications on May 5, 2020.

A 1% COLA was authorized on May 5, 2020 for the Town's Temporary classifications, excluding the Temporary Police Officer classifications. In past practice, the Temporary Police Officer Reserve classification hourly pay rate has matched the top step of the POA represented Police Officer classification for the purpose of attracting and retaining fully qualified Officers that are interested in working limited hours on a temporary basis at Town special events and other activities.

According to the Town's Municipal Code (Section 2.30.1015), Police Reserve Officers shall have the full powers and duties of a Peace Officer as provided by California Penal Code section 830.1. The Temporary Police Officer classification is used to backfill vacancies of full-time equivalent positions. The rates of pay were last adjusted in December 2019 to maintain parity with the represented POA Police Officer top step rate. It is recommended that the 1% COLA now be applied to the Temporary classifications of Police Officer Reserve and Police Officer Temp/Hourly for continued parity with the represented POA classification.

CONCLUSION:

The POA tentative agreement has been prepared within the parameters provided to the Town's negotiators by the Town Council and has been ratified by the POA membership. It is recommended that the parameters of the tentative agreement be approved, and the Town Manager be authorized to execute the addendum to the MOU. It is also recommended that a 1% COLA is authorized for the Temporary classifications of Police Officer Reserve and Police Officer Temp/Hourly classifications.

FISCAL IMPACT:

The anticipated fiscal impact for the POA salary adjustments in FY 2020/21 is \$169,346 and reduced to \$82,448 on-going. The impact for the Temporary classification salary adjustments is \$259 annually. The Adopted Budget includes the anticipated costs and no budget adjustment is necessary.

ENVIRONMENTAL ASSESSMENT:

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

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Attachments:

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