

Town of Los Gatos 2025 Benefits by Association Groups (Effective 01/01/25)									
	AFSCME	Police Officers' Association	Town Employees' Association	Confidential	Management	Town Attorney	Town Manager	Town Council	Temporary/ Hourly
Compensation									
Memorandum of Understanding	7/1/24-6/30/27	4/1/24- 6/30/27	7/1/24-6/30/27	At-Will	At-Will	At-Will	At-Will	Elected	At-Will
Salary Increases	7/7/24: 4% 7/1/25: 4% 7/1/26: 4%	Effective payperiod containing 4/1/24: 6.5% 7/1/25: 5% 7/1/26: 4%	7/7/24: 5% 7/1/25: 3% 7/1/26: 3%	7/7/24: 5% 7/1/25: 3% 7/1/26: 3%	7/7/24: 5% 7/1/25: 3% 7/1/26: 3%	Refer to Employment Agreement	Refer to Employment Agreement	N/A	7/7/24: 5% 7/1/25: 3% 7/1/26: 3%
Monthly Stipend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$570	N/A
Premium Pay									
Special Assignment	N/A	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Intermediate POST Certificate	N/A	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Intermediate & Advanced POST Certificate	N/A	7.5% Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Advance POST Certificate	N/A	N/A	Communications Dispatcher - 5%	N/A	N/A	N/A	N/A	N/A	N/A
Canine Pay	N/A	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bilingual Pay	N/A	2.5%	2.5%	2.5%	N/A	N/A	N/A	N/A	N/A
Four-Year Degree Incentive Pay	N/A	2.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Field Training Officer	N/A	5%	Communications Dispatcher - 5%	N/A	N/A	N/A	N/A	N/A	N/A
Acting Sergeant	N/A	Step 4 of Sergeant Range	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Street Sweeper	\$5/hour	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Class A Driver License	\$30/month	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Class A or B Driver License Plus Tanker Endorsement	\$75/month	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leaves									
Bereavement Leave	40 Hours	40 Hours	40 Hours	40 Hours	40 Hours	40 Hours	40 Hours	N/A	N/A
Comp Time Accrual Caps	80 Hours	140 Hours	60 Hours, 100 Hours for Dispatchers	60 Hours	N/A	N/A	N/A	N/A	N/A
Comp Time Cash Out	At Separation	2x a year, 40 hours max and at separation	1x a year, 40 hours max and at separation	2x a year, 40 hours max and at separation	N/A	N/A	N/A	N/A	N/A

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Holiday In-Lieu Compensation	N/A	4.40%	4.6% (Communications Dispatchers & Park Services Officers)	N/A	N/A	N/A	N/A	N/A	N/A
Holidays	11 Days	N/A	11 Days	11 Days	11 Days	11 Days	11 Days	N/A	N/A
Jury Duty	Salary Continued							N/A	N/A
Management Leave	N/A	N/A	N/A	N/A	As authorized by Town Manager	40 Hours	40 Hours	N/A	N/A
Personal Leave	24 Hours	24 Hours	24 Hours / 48 Hours for Exempt Employees	24 Hours	48 Hours	40 Hours	48 Hours	N/A	N/A
Sick Leave Accrual	12 Days/96 Hours Per Calendar Year							N/A	5 Days/40 Hours
Sick Leave Accrual Caps	1200 Hours	1180 Hours	1000 Hours	1000 Hours	1100 Hours	1100 Hours	1100 Hours	N/A	40 Hours
Sick Leave Cash Out	Available at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	Available twice per year and at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	Available once per year and at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	Available twice per year and at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	Available twice per year and at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	Available twice per year and at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	Available twice per year and at separation contingent on hire date. Cash out amount based on years of service and minimum balance.	N/A	N/A
Sick Leave Conversion Plan	Eligible if hired prior to 7/1/07	Eligible if hired before 1/01/09	Eligible if hired before 11/15/04	Eligible if hired before 11/15/04	Eligible if hired before 11/15/04	N/A	N/A	N/A	N/A
Vacation Accrual Caps	320 Hours	344 Hours	320 Hours	320 hours	500 Hours	500 Hours	500 Hours	N/A	N/A
0 to 36 months	10 Days = 80 hrs	10 Days = 80 hrs	10 Days = 80 hrs	10 Days = 80 hrs	0 to 60 months 15 Days = 120 hrs	0 to 60 months 15 Days = 120 hrs	0 to 60 months 15 Days = 120 hrs	N/A	N/A
37 to 60 months	16 Days = 128 hrs	15 Days = 120 hrs	16 Days = 128 hrs	16 Days = 128 hrs				N/A	N/A
61 to 120 months	21 Days = 168 hrs	20 Days = 160 hrs	21 Days = 168 hrs	21 Days = 168 hrs	20 Days = 160 hrs	20 Days = 160 hrs	20 Days = 160 hrs	N/A	N/A
121 to 180 months	23 Days = 184 hrs	23 Days = 184 hrs	23 Days = 184 hrs	23 Days = 184 hrs	23 Days = 184 hrs	23 Days = 184 hrs	23 Days = 184 hrs	N/A	N/A
181 months and over	25 Days = 200 hrs	25 Days = 200 hrs	25 Days = 200 hrs	25 Days = 200 hrs	25 Days = 200 hrs	25 Days = 200 hrs	25 Days = 200 hrs	N/A	N/A
Vacation Cash out	At separation (accrued balance) and once per year up to 80 hours	At separation (accrued balance) and twice per year, up to 160 hours cumulatively	At separation (accrued balance) and once per year, up to 160 hours cumulatively	At separation (accrued balance) and twice per year, up to 160 hours cumulatively	At separation (accrued balance) and twice per year, up to 200 hours cumulatively	At separation (accrued balance) and twice per year, up to accrued balance	At separation (accrued balance) and twice per year, up to accrued balance	N/A	N/A

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	AFSCME	Police Officers' Association	Town Employees' Association	Confidential	Management	Town Attorney	Town Manager	Town Council	Temporary/ Hourly
Benefits									
Employee Assistance Program (Concern)	Up to 8 counseling sessions per issue per year and work/life referral services. Refer to the 2025 Employee Benefits Guide for more information.							N/A	N/A
Flexible Spending Accounts (American Fidelity)	Health Care Account Contribution Maximum: \$3,200 <i>(Carryover Maximum: \$640)</i>				Dependent Care Account Contribution Maximum: \$2,500 (single tax payer) Maximum Contribution: \$5,000 (married couples filing jointly)			N/A	N/A
Cash-In-Lieu of Health Insurance <i>(monthly amounts based on hire date)</i>	\$420	After 1/1/06: \$400 Before 1/1/06: \$922	After 11/15/04: \$400 Before 11/15/04: \$800	After 11/15/04: \$400 Before 11/15/04: \$800	After 11/15/04: \$400 Before 11/15/04: \$950	\$400	\$400	N/A	N/A
Health Insurance	Town Monthly Contribution		CalPERS Medical	Vision Service Plan	Delta Dental PPO	DeltaCare USA Dental HMO			N/A
	Employee Only:		\$1,112.90	\$10.64	Town Pays \$111.17. Employee Pays \$15.00 for Employee Only or Employee Plus Dependents		Town Pays \$42.43. Employee Pays \$0.00 for Employee Only or Employee Plus Dependents		
	Employee Plus 1 Dependent:		\$2,225.80	\$4.61					
	Employee Plus 2 or More Dependents:		\$2,893.54	\$16.80					
Retiree Medical	Hired before 7/1/18	Hired before 10/1/18	Hired before 8/22/18	Hired before 10/1/18	Hired before 10/1/18	Hired before 10/1/18	Hired before 10/1/18	Elected before 10/1/18	N/A
	All employees and elected officials who do not meet the above retiree medical contribution eligibility criteria will receive the PEMHCA minimum contribution to medical as required by CalPERS.								
	Maximum Town Monthly Contribution			Basic Plan		Medicare Supplement			
	Employee Only:			\$1,112.90		\$343.08			
	Employee Plus 1 Dependent:			\$2,114.51		\$651.85			
	Employee Plus 2 or More Dependents:			\$2,247.16		\$960.62			
MissionSquare Deferred Compensation 2025 IRS Limits	\$23,500 Normal Contribution Limit for age 49 and under \$31,000 Catch-Up Limit for age 50 (by December 31, 2025) and older.							N/A	N/A
American Fidelity Optional Insurance Policies <i>(Employee Paid 100%)</i>	Life, Accident, Cancer, and Critical Illness Insurance. Refer to the 2025 Employee Benefits Guide for more information.							N/A	N/A
Tuition Reimbursement	\$3,000 per Fiscal Year	Up to SJSU semester cost (2 semesters per fiscal year)	\$3,000 per Fiscal Year	\$3,000 per Fiscal Year	\$3,000 per Fiscal Year	N/A	N/A	N/A	N/A

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	AFSCME	Police Officers' Association	Town Employees' Association	Confidential	Management	Town Attorney	Town Manager	Town Council	Temporary/ Hourly
Uniform Allowance	Town provided plus \$350 safety shoe allowance	\$1,380	\$500 Park Services Officer; \$400 Community Service Officer and Parking Control Officer	N/A	N/A	N/A	N/A	N/A	N/A
CalPERS Retirement									
Classic Members Tier 1: Employees hired with reciprocity or CalPERS membership prior to 1/1/13 without a break in CalPERS service of six months or more or hired and enrolled in CalPERS membership prior to 9/15/12.									
Retirement Formula	2.5% @ 55	3% @ 50	2.5% @ 55	2.5% @ 55	2.5% @ 55 Non-Sworn 3% @ 50 Sworn	2.5% @ 55	2.5% @ 55	2.5% @ 55	N/A
Final Compensation Period	Single Highest Year								N/A
Employee Contribution	8%	12%	8%	8%	8% Non-Sworn 9% Sworn	8%	8%	0%	N/A
1959 Survivor Benefits	Level 4 - \$500. Employee contributes \$0.93 bi-weekly.								N/A

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	AFSCME	Police Officers' Association	Town Employees' Association	Confidential	Management	Town Attorney	Town Manager	Town Council	Temporary/ Hourly
Classic Members Tier 2: Employees hired and enrolled after 9/15/12 with reciprocity or membership prior to 1/1/13 without a break in CalPERS service of six months or more.									
Retirement Formula	2% @ 60	Tier 2 does not apply to POA or Sworn Management	2% @ 60	2% @ 60	2% @ 60 Non-Sworn	2% @ 60	2% @ 60	2% @ 60	N/A
Final Compensation Period	3-Year Highest Average		3-Year Highest Average						N/A
Employee Contribution	7%		7%						N/A
1959 Survivor Benefits	Level 4 - \$500. Employee contributes \$0.93 bi-weekly.		Level 4 - \$500. Employee contributes \$0.93 bi-weekly.						N/A
PEPRA Pension Act:	Employees hired on or after 1/1/13 who are new members of CalPERS or had a break in CalPERS service of six months or more								
Retirement Formula	2% @ 62	2.7% @ 57	2% @ 62	2% @ 62	2% @ 62 Non-Sworn 2.7% @ 57 Sworn	2% @ 62	2% @ 62	2% @ 62	N/A
Final Compensation Period	3-Year Highest Average								N/A
Employee Contribution	7.75%	14.50%	7.75%	7.75%	7.75% Non- Sworn 14.50% Sworn	7.75%	7.75%	7.75%	N/A
1959 Survivor Benefits	Level 4 - \$500. Employee contributes \$0.93 bi-weekly.								N/A