

**SIDE LETTER OF AGREEMENT  
BETWEEN THE TOWN OF LOS GATOS AND**

The Town of Los Gatos (Town) and the American Federation of State, County, and Municipal Employees (AFSCME) have met and conferred in good faith and hereby agree to the following:

1. Effective July 1, 2024, the Town will contract out street sweeping services to help improve garbage collection coordination and operations by aligning the Town with other West Valley Solid Waste Management Authority (WVSWMA) agencies and enhance pollution prevention efforts. This action will not result in a reduction in the workforce. At the Town's discretion, employees may be directed to perform street sweeping duties as needed.
2. Effective the first full pay period after Council approval of this side letter, the premium pay for Maintenance Workers for supervision duties when assigned to the Work Furlough Program will increase from 5% to 8%, regardless of the number of Work Furlough Program staff supervised. All other provisions of Section 25: Work Furlough Program will remain in effect without changes.
3. Suspend the Work Furlough Program. The Town, at its own discretion, can restart the Work Furlough Program to meet operational needs.

The terms of this Side Letter Agreement shall become effective when signed by all parties below and upon Town Council approval. This Side Letter Agreement shall be incorporated into the current or successor Memorandum of Agreement of the bargaining unit.

**FOR THE TOWN OF LOS GATOS:**

**APPROVED AS TO FORM:**

ATTACHMENT 1