



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 05/07/2024

DATE: April 26, 2024
TO: Mayor and Town Council
FROM: Laurel Prevetti, Town Manager
SUBJECT: Approve and Authorize the Town Manager to Execute a Side Letter of Agreement Between the Town of Los Gatos and the American Federation of State, County, and Municipal Employees (AFSCME) to Contract Out Street Sweeping Services Effective July 1, 2024

RECOMMENDATION:

Approve and authorize the Town Manager to execute a Side Letter of Agreement between the Town of Los Gatos and the American Federation of State, County, and Municipal Employees (AFSCME) to contract out street sweeping services effective July 1, 2024

BACKGROUND:

The Town of Los Gatos Department of Parks and Public Works conducts street sweeping using staff resources and Town-owned equipment. Sweeping is completed on all roads once each month and weekly in the downtown area.

The West Valley Solid Waste Management Authority (WVSWMA) Joint Powers Agency (JPA) has negotiated a new contract with its waste hauling contractor, West Valley Collection and Recycling (WVC&R). The Town is a member of this JPA. The new contract begins July 1, 2024. The Town has the opportunity to have street sweeping performed by a third-party contractor that is managed by and paid for through WVC&R. The three other member agencies of the WVSWMA currently contract their street sweeping operations and would continue to do so under the new WVC&R contract. Contracting street sweeping services is not expected to change the rate that residents pay for trash collection services.

PREPARED BY: Katy Nomura
Assistant Town Manager

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

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SUBJECT: Approve a Side Letter of Agreement Between the Town of Los Gatos and the American Federation of State, County, and Municipal Employees (AFSCME)

DATE: April 26, 2024

DISCUSSION:

Staff believes contracting out street sweeping services would be beneficial operationally, enhance pollution prevention efforts, reduce operating and maintenance costs of the Town's street sweeper, and bring the Town into alignment with other WVSWMA member agencies. The Town met and conferred with AFSCME to develop the proposed Side Letter (Attachment 1). The Side Letter allows for street sweeping to be contracted out effective July 1, 2024, with no reduction in workforce. This would allow staff time to be reallocated to other pressing needs. Employees may still be directed to perform street sweeping as needed.

In addition, the Side Letter suspends the Work Furlough Program, with the Town being able to restart the program to meet operational needs at its discretion. If the Work Furlough Program is restarted at a future date, the Side Letter also increases the premium pay for Maintenance Workers assigned to oversee the Work Furlough Program from 5% to 8%.

CONCLUSION:

Staff has met its obligation to meet and confer with AFSCME on the proposed Side Letter. AFSCME has indicated support for the proposal. Therefore, it is recommended that the Side Letter of Agreement be approved, and the Town Manager be authorized to execute the Side Letter.

COORDINATION:

The preparation of this report was coordinated with the Human Resources Department, Parks and Public Works Department, Finance Department, Town Attorney's Office, and Town Manager's Office.

FISCAL IMPACT:

The operational costs of in-house street sweeping were fully offset by revenue received from WVSWMA and the costs of contracting out would continue to be covered by WVSWMA. There is no budget adjustment required to implement the Side Letter as the Work Furlough Program is currently suspended. If the Work Furlough Program is restarted, any costs associated with the increased premium pay would either be absorbed in the operating budget or a budget adjustment would be requested as needed.

ENVIRONMENTAL ASSESSMENT:

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

Attachment:

1. Side Letter of Agreement Between Town of Los Gatos and AFSCME