



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 12/16/2025

ITEM NO: 9

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DATE: December 11, 2025  
TO: Mayor and Town Council  
FROM: Chris Constantin, Town Manager  
SUBJECT: **Adopt a Resolution Setting the Compensation and Benefits for Management and Confidential Employees**

RECOMMENDATION: Adopt a resolution setting the salary and benefits for employees in the Management and Confidential employee groups.

FISCAL IMPACT:

This resolution does not have an additional fiscal impact as the majority of the terms of the resolution have already been approved by Town Council, and this action will codify certain salaries and benefits for the Management and Confidential employee groups that they are already receiving and therefore already in the Fiscal Year 2025/26 Operating Budget. The exception to this is granting the Town Manager the ability to grant additional personal leave to employees in increments up to five (5) days in a calendar year. This action does not carry an additional fiscal impact as the leave does not accrue, so it is not paid out when an employee separates or retires from Town service, leaving the impact as a potential loss of productivity should the Town Manager decide to grant this benefit.

STRATEGIC PRIORITY:

This item does not relate to a strategic priority.

BACKGROUND:

Management and Confidential employees are considered at-will employees under the Town's Personnel Rules, and they are not represented by a bargaining unit. In the past, Council approved the "Management Compensation Plan" for employees who were unrepresented in the Management Employee Group. However, it does not appear that Council approved a plan for employees in the Confidential employee group. Since 2008, there does not appear to be a

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

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source resolution or plan that collectively refers to the compensation and benefits for these two employee groups. This has made it difficult to research the history of changes and determine when the Town Manager was given discretion to grant certain benefits, such as management administrative leave.

DISCUSSION:

To provide a comprehensive governing document, the Resolution includes all standard compensation and benefit provisions currently provided to these employee groups, including medical, dental, vision, vacation, sick leave, disability insurance, tuition reimbursement, out of classification pay, and other existing benefits.

While the document serves to codify existing compensation and benefits that employees are currently receiving, there are two distinctions with the resolution. The first is that the resolution adds the ability of the Town Manager to grant up to five (5) days or forty (40) hours of personal leave to employees who have performed exceptionally in their duties as a Town employee. This is a new benefit that would be at the discretion of the Town Manager for exemplary service. The second is that the resolution does not outline retirement benefits (pension and other post employment benefits). Those benefits are contained in other resolutions and the contract with CalPERS.

CONCLUSION:

It is recommended that the Management and Confidential Salary and Compensation Resolution be adopted by Town Council.

COORDINATION:

This report was coordinated with the Finance Department and the Town Attorney's Office.

ENVIRONMENTAL ASSESSMENT:

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

Attachments:

1. Management and Confidential Salary and Benefits Resolution