



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 08/20/2024

ITEM NO: 11

DATE: August 13, 2024
TO: Mayor and Town Council
FROM: Laurel Prevetti, Town Manager
SUBJECT: Approve and Authorize the Town Manager to Execute an Extension of a Side Letter Agreement Between the Town of Los Gatos and the Town Employee Association (TEA) for the Dispatcher Retention and Recruitment Bonus Through the Pay Period Starting July 21, 2024

RECOMMENDATION:

Approve and authorize the Town Manager to execute an extension of a Side Letter Agreement (Attachment 1) between the Town of Los Gatos and the Town Employee Association (TEA) for the Dispatcher Retention and Recruitment Bonus through the pay period starting July 21, 2024.

BACKGROUND:

Public safety departments throughout the nation and State are experiencing a staffing crisis. The attrition in Police Officers and Dispatchers is attributed to the COVID-19 pandemic, public demonstrations, heightened anti-Police sentiment, accelerated resignations and retirements, a diminished applicant pool, and other factors.

The Los Gatos-Monte Sereno Police Department (LGMSPD) faces the same challenges. The Town and the Department have implemented innovative recruitment strategies, including the direct involvement of existing staff in outreach and promotion of our opportunities. The Department has also invested in its culture of community policing, wellness, and training to retain qualified personnel.

Dispatch has eight budgeted positions. Currently there are six operational Dispatchers and one in training. In collaboration with the Town's Human Resources Department, the Town is continuously recruiting, interviewing, backgrounding, and offering Dispatch positions.

PREPARED BY: Katy Nomura
Assistant Town Manager

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

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SUBJECT: TEA Dispatcher Retention Side Letter

DATE: August 13, 2024

DISCUSSION:

On November 7, 2023, the Town Council approved a Dispatcher Retention and Recruitment Bonus Side Letter that provided a \$577 per pay period retention bonus for full-time Dispatchers that have successfully completed the required Dispatch training program. This bonus ended after the last pay period in June 2024. An extension of this side letter is proposed for two additional pay periods in July. The bonus is non-PERSable.

CONCLUSION:

Staff has met its obligation to meet and confer with the Town Employee Association (TEA) on the proposed Side Letter. TEA 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, Police Department, Finance Department, Town Attorney's Office, and Town Manager's Office.

FISCAL IMPACT:

It is anticipated that the costs associated with this Side Letter can be absorbed by the Police Department's existing budget. If it is determined a budget adjustment is necessary in the future, it will be requested at that time.

The longer-term fiscal benefits include reducing overtime costs by improving retention, providing essential public safety services to the community.

ENVIRONMENTAL ASSESSMENT:

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

Attachment:

1. Extension of TEA Dispatcher Retention Side Letter