



**TOWN OF LOS GATOS**  
**FINANCE COMMISSION REPORT**

MEETING DATE: 06/13/2022

ITEM NO:

DATE: June 8, 2022  
TO: Finance Commission  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Receive Update on Negotiated Labor Agreements

**DISCUSSION:**

On June 7, 2022, the Town Council approved Labor Agreements between the Town of Los Gatos and the Police Officers Association (POA), Town Employees' Association (TEA), and the American Federation of State, County, and Municipal Employees (AFSCME). In addition, the Town Council approved economic parameters for the Town's unrepresented employees in Management, Confidential, and Temporary classifications.

The following tables summarize the agreed upon terms and cumulative costing associated with the agreements:

**Represented Groups**

Economics	AFSCME	TEA	POA
Term	2 Years	2 Years	3 Years
1 <sup>st</sup> Year	3.0% COLA & \$1,000	3% COLA	3% COLA
2 <sup>nd</sup> Year	3.0% COLA	3% COLA	3% COLA
Market Adjustments	4.5%	5.0%	3.15%
Pandemic Pay	\$2,500	\$2,500	\$2,500
Juneteenth	Yes	Yes: 0.35%	Yes; 0.4% & \$1,000
Education Reimbursement	Additional \$1,500	n/a	n/a

**PREPARED BY:** Arn Andrews  
Assistant Town Manager

Reviewed by: Town Manager and Finance Director

2021/22 Cleanup	n/a	n/a	1.1% and \$5,000
Contract Ratification	n/a	\$1,000	n/a

Unrepresented Groups

Economics	Confidential	Management	Temporary
1 <sup>st</sup> Year	3.0% COLA	3% COLA	3% COLA
2 <sup>nd</sup> Year	3.0% COLA	3% COLA	3% COLA
Market Adjustments	5.0%		5.0%
Pandemic Pay	\$2,500	\$2,500	
Juneteenth	Yes	Yes	Yes

Agreement Costing

Economics	COLA	Market Adjustments	One-time
POA	\$337,000	\$265,000	\$289,000
AFSCME	\$46,000	\$133,000	\$38,500
TEA	\$215,000	\$290,000	\$210,000
Confidential	\$65,000	\$108,840	\$38,500
Management	\$216,000		\$70,000
Temporary	\$22,000	\$37,000	
Totals	\$901,000	\$886,005	\$646,000