



TOWN OF LOS GATOS
FINANCE COMMISSION REPORT

MEETING DATE: 10/11/2021

ITEM NO: 5

DATE: October 4, 2021
TO: Finance Commission
FROM: Laurel Prevetti, Town Manager
SUBJECT: Receive Information on the Town Bargaining Groups

RECOMMENDATION:

Receive information on the Town bargaining groups.

DISCUSSION:

Staff will provide an update on the Town bargaining groups provided in Attachment 1.

Attachments:

1. Town Bargaining Groups Presentation

PREPARED BY: Arn Andrews
Assistant Town Manager

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

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Town of Los Gatos Finance Commission Town Bargaining Groups



Bargaining Unit	Number of Current Members
Town Employees' Association (TEA)	54
American Federation of State, County and Municipal Employees (AFSCME)	14
Police Officers' Association (POA)	34
Totals	102
Management & Confidential (unrepresented)	42
Temporary (unrepresented)	47

TOWN BARGAINING UNITS

BARGAINING PROCESS

- Representatives from the Town and bargaining units (“bargaining teams”) meet to negotiate the terms of an agreement
- Both sides discuss contract-related issues and present proposals and counter proposals
- State law requires that both sides engage in good-faith negotiations

- If the parties cannot reach agreement, state law provides the following to help resolve the impasse:
 - State-assisted mediation
 - If mediation fails, a “factfinding” process follows in which both parties present their positions
 - A factfinder will issue recommendations to attempt to resolve differences
 - If still no agreement is reached the recommendations are made public

TOWN BARGAINING UNITS 2021 PROCESS

- **AFSCME and TEA MOUs expired on June 30, 2021**
- **POA MOU expired on September 30, 2021**
- **AFSCME contract extension approved on August 17, 2021**
 - **Contract extended through June 30, 2022**
 - **One-time eight (8) hour floating holiday**

TOWN BARGAINING UNITS 2021 PROCESS

- TEA and POA negotiations continue
- Town Council met in Closed Session on:
 - February 2, 2021
 - April 6, 2021
 - August 3, 2021
 - September 21, 2021
 - October 7, 2021

Year	TEA	AFSCME	POA	Management & Confidential
2011			2.00%	
2012			2.00%	
2013	1.5% of annual salary bonus	1.5% of annual salary bonus		1.5% of annual salary bonus
2014	2.00%	2.00%	Bonus = to 2.00% base salary	2.00%
2015	2.00%	2.00%	PO's and Cpl's 2.0% Sgt's bonus + 2.00%	2.00%
2016	2.50%	2.50%	2.50%	2.50%
2017	2.50%	2.50%	2.50%	2.50%
2018	2.50% 1.5% non-persable Market adjustments	2.50% 1.5% non-persable Market adjustments	2.50% Market adjustments	2.50% 1.50% non-persable Market adjustments
2019	3.00%	3.00%	4.00%	3.00%
2020	1.00% 2.00% non-persable	1.00% 2.00% non-persable	1.00% 2.00% non-persable	1.00% 2.00% non-persable

PRIOR SETTLEMENTS

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