

**ADDENDUM TO AGREEMENT
BETWEEN THE
TOWN OF LOS GATOS AND TOWN EMPLOYEES' ASSOCIATION
MEMORANDUM OF UNDERSTANDING
JULY 1, 2018 – JUNE 30, 2021**

The parties agree to the following for the successor MOU:

1. **Term:** July 1, 2021 through June 30, 2022
2. **Compensation:** Effective in the pay period that includes July 1, 2021, the Town will increase salaries for all bargaining unit employees by two percent (2%).
3. **Section 11.8.1 Tuition Reimbursement Program:** The Town will reimburse TEA employees up to \$3,000 per fiscal year toward the cost of books, university/school fees (except parking) and tuition.
4. **Uniform Allowance 11.10.2:** The following language is added - In the event that the Police Department requires Communications Dispatchers to wear a uniform, the parties agree to meet and confer over the impacts and effects of this decision.
5. **Holiday-in-Lieu:** 13.3.3 Communications Dispatchers and Park Services Officers – Effective January 1, 2022, exchange the existing annual holiday bank of 88 hours for the Communications Dispatchers and Park Services Officers to an equivalent Holiday-in-Lieu premium pay of 4.25%.
6. **Closure Days with Paid Leave Allowed:** The following is added to the first paragraph – The Town Manager shall provide at least six-months advance notice prior to making the decision to institute closure of non-essential services between the Christmas and New Year's holidays. However, nothing in this section shall restrict the Town Manager's right to make the decision to institute the closure of non-essential services between Christmas and New Year's with less notice where unforeseen circumstances occur.
7. **Floating Holiday:** Bargaining unit members shall be provided with a one-time floating holiday equivalent to eight (8) hours of paid time off during the term of this Agreement. This floating holiday is not vested, has no cash value, and must be used not later than June 30, 2022. This floating holiday expires on June 30, 2022.
8. **Updating Language:** MOU language not changed by this Agreement shall remain status quo. The parties to update the MOU language by mutual agreement.

FOR TOWN EMPLOYEES' ASSOCIATION:

TOWN OF LOS GATOS:

Christine Crosson
Communications Dispatcher Lead

Laurel Prevetti
Town Manager

Beca Muniz
IT Systems Administrator

Sean Mullin
Associate Planner

Daniel Keough
Librarian

Cheryl Schiele
Employee Representation Services, Inc.

Arn Andrews
Assistant Town Manager

Lisa Velasco
Human Resources Director

Donna Williamson
Liebert Cassidy Whitmore

APPROVED AS TO FORM:

Robert Schultz
Town Attorney