



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 08/17/2021

ITEM NO: 10

DATE: August 10, 2021
TO: Mayor and Town Council
FROM: Laurel Prevetti, Town Manager
SUBJECT: Approve Addendum to the American Federation of State, County and
Municipal Employees Memorandum of Understanding

RECOMMENDATION:

Approve addendum to the American Federation of State, County and Municipal Employees Memorandum of Understanding (Attachment 1).

BACKGROUND:

The Memorandum of Understanding (MOU) between the American Federation of State, County and Municipal Employees (AFSCME) expired on June 30, 2021. In accordance with the Town's Employer-Employee Relations Resolution No. 1974-41, representatives of the Town and AFSCME have met and conferred in good faith and within the scope of representation to reach an agreement.

DISCUSSION:

As a result of the meet and confer process between the Town's negotiators and AFSCME, a tentative agreement was reached to extend the term of the current agreement from July 1, 2021 through June 30, 2022 and to provide a one-time eight (8) hour floating holiday for each AFSCME member to be used by June 30, 2022. All other terms and conditions outlined in the AFSCME MOU will remain status quo and negotiations will commence again in early 2022.

CONCLUSION:

The AFSCME tentative agreement has been prepared within the parameters provided to the Town's negotiators by the Town Council and has been ratified by AFSCME membership. It is

PREPARED BY: Lisa Velasco
Human Resources Director

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

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CONCLUSION (continued):

recommended that the parameters of the tentative agreements be approved, and the Town Manager be authorized to execute the addendum to the MOU.

FISCAL IMPACT:

The terms of the tentative agreement do not create a fiscal impact to the Town's FY 2021/22 Operating budget.

ENVIRONMENTAL ASSESSMENT:

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

Attachment:

1. AFSCME Addendum to MOU