

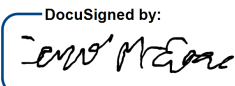
**ADDENDUM TO  
TOWN OF LOS GATOS  
AND  
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES  
MEMORANDUM OF UNDERSTANDING  
JULY 1, 2018 – JUNE 30, 2021**

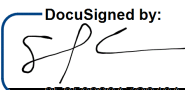
For year three the parties agreed to re-open on Section 10 Salary and Section 14 Health and Welfare Benefits. The following agreement is reflected in the attached salary schedule.

**10.1.3**

Effective in the pay period that includes July 1, 2020 the Town will provide a one percent (1%) salary adjustment for all bargaining unit members. In addition, effective in the pay period that includes July 1, 2020 all bargaining unit members shall receive a one-time (non-PERSable) payment equivalent to two percent (2%) based on the June 30, 2020 annual base salary for that employee.

**FOR AFSCME:**

DocuSigned by:  
  
D28F43C4D657454...  
**Carol McEwan**  
Business Agent


DocuSigned by:  
  
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**Sherrie Olsen**  
Parks & Maintenance Worker  
AFSCME President

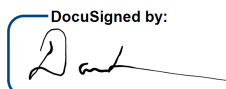


**TOWN OF LOS GATOS:**

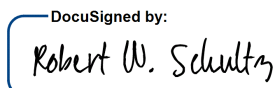
DocuSigned by:  
  
853FEEA2EB39470...  
**Laurel Prevetti**  
Town Manager

DocuSigned by:  
  
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**Arn Andrews**  
Assistant Town Manager

DocuSigned by:  
  
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**Lisa Velasco**  
Human Resources Director

DocuSigned by:  
  
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**Donna Williamson**  
Liebert Cassidy Whitmore

**APPROVED AS TO FORM:**

DocuSigned by:  
  
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**Robert Schultz**  
Town Attorney