

**SIDE LETTER OF AGREEMENT
BETWEEN
THE TOWN OF LOS GATOS
AND
THE LOS GATOS POLICE OFFICERS' ASSOCIATION,
THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), AND
THE TOWN EMPLOYEES' ASSOCIATION**

JANUARY 2025

Having met and conferred in good faith, the Town of Los Gatos (Town), and the Police Officers' Association (Association), American Federation of State, County, and Municipal Employees (AFSCME), and the Town Employees' Association (TEA) agree as follows:

Effective the first full pay period after this agreement has been approved by Town Council, employees represented by the POA, AFSCME, and TEA will receive a referral bonus in the following amounts for referring a new Police Officer hire:

- Entry level - \$6,000
 - \$3,000 upon officer hire
 - \$3,000 upon completion of the Police Academy
- Pre-service level – \$8,000
 - \$4,000 upon officer hire
 - \$4,000 upon successful completion of the FTO program
- Lateral level - \$10,000
 - \$5,000 upon officer hire
 - \$5,000 upon successful completion of the FTO program

A referrer cannot be part of the Los Gatos-Monte Sereno Personnel and Training Division including the Administrative Sergeant or be a rank of Captain and above.

All referrals must be provided on the NeoGov application by the Police Officer applicant to be considered. Each applicant may only disclose one referrer. There are no limits on the number of times a referrer can receive a bonus.

This side letter of agreement has an expiration date of June 30, 2025.

FOR POA:

Signed by:

Richard Rondeau 3/16/2025

5BE5A8A76C1940D...

Richard Rondeau, President

DocuSigned by:

Peter Hoffmann 3/14/2025

88A97CB44579426...

Peter Hoffman, Rains Lucia Stern
St. Phalle & Silver, PC

Signed by:

Noal Grover 3/19/2025

C21169970D7C4A0...

Noal Grover, President, TEA

Signed by:

Cheryl Schiele 3/14/2025

9FBC17E229C948C...

Cheryl Schiele, Business Agent

Signed by:

Danny Murdock 3/15/2025

1C96B42D185743C...

Danny Murdock, President,
AFSCME

DocuSigned by:

Carol McEwan 3/14/2025

D28F43C4D657454...

Carol McEwan, Business Agent,
AFSCME

TOWN OF LOS GATOS:

Signed by:

Chris Constantin 3/21/2025

3EF03F232F1B428...

Chris Constantin, Town Manager

Signed by:

Cheryl Parkman 3/14/2025

EA963A3966D6401...

Cheryl Parkman, HR Director

APPROVED AS TO FORM:

Signed by:

Gabrielle Whelan 3/20/2025

EF06738A5534428...

Gabrielle Whelan, Town Attorney

ATTEST:

Signed by:

Wendy Wood 3/21/2025

26A726C4AE0A4D9...

Wendy Wood, Town Clerk