

**SIDE LETTER OF AGREEMENT**  
**BETWEEN THE TOWN OF LOS GATOS AND POLICE OFFICERS' ASSOCIATION**  
**JUNE 18, 2024**

Having met and conferred in good faith, the Town of Los Gatos and the Police Officers' Association agree as follows:

Whereas current low staffing levels in the Police Department have prevented POA members from using their accrued vacation leave, the Town shall maintain its temporary increase to POA members' vacation accrual maximum cap from 344 hours to 444 hours. The temporary increase shall end June 30, 2025. Effective July 1, 2025, the vacation accrual maximum cap shall return to 344 hours. At that time, if an employee's vacation balance is above 344 hours, the hours will remain in the employee's vacation leave bank for future use or cash out per the terms of the MOU, but vacation accruals will not resume until an employee's balance is below 344 hours.

The parties agree that the preceding language temporarily modifies the maximum accrual of vacation hours as indicated in Section 23. Vacation Schedule of the 2024-2027 Memorandum of Understanding. The parties agree that this side letter is subject to Council approval.

**FOR POA:**

DocuSigned by:

 7/11/2024  
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Greg Borromeo, President

DocuSigned by:

 7/11/2024  
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Bill Hoyt, Sergeant

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 7/11/2024  
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Mike Birley, Detective

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 7/11/2024  
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Riley Frizzell, Detective

DocuSigned by:

 7/12/2024  
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Peter Hoffmann, Rains Lucia Stern  
St. Phalle & Silver, PC

**TOWN OF LOS GATOS:**

DocuSigned by:

 7/22/2024  
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Laurel Prevetti, Town Manager

DocuSigned by:

 7/22/2024  
3BC24410EBC0343B...

Katy Nomura, Assistant Town Manager

DocuSigned by:

 7/11/2024  
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Lisa Charbonneau, Liebert Cassidy  
Whitmore

**APPROVED AS TO FORM:**

DocuSigned by:

 7/22/2024  
EF06739A5534429...

Gabrielle Whelan, Town Attorney

Attest as to Form:

DocuSigned by:

 7/23/2024  
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Wendy Wood, Town Clerk