



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

**Minutes of the Town Council Meeting
Tuesday, December 16, 2025**

The Town Council of the Town of Los Gatos conducted a regular meeting in person and via teleconference.

MEETING CALLED TO ORDER AT 7:00 P.M.

ROLL CALL

Present: Mayor Rob Moore, Vice Mayor Maria Ristow, Council Member Mary Badame, Council Member Matthew Hudes, Council Member Rob Rennie.

Absent: None.

PLEDGE OF ALLEGIANCE

Mayor Moore invited Council Member Hudes to lead the Pledge of Allegiance. The audience was invited to participate.

CONSENT ITEMS (TO BE ACTED UPON BY A SINGLE MOTION)

1. Approve the Minutes of the November 24, 2025, Special Town Council Meeting.
2. Approve the Minutes of the December 2, 2025, Closed Session Town Council Meeting.
3. Approve the Minutes of the December 2, 2025, Town Council Meeting.
4. Approve the Minutes of the December 9, 2025, Special Town Council Meeting.
5. Receive the October 2025 Monthly Financial and Investment Report and the Revised September 2025 Financial and Investment Report.
6. Adopt Council Committee Appointments Effective January 1, 2026.
7. Receive Annual Comprehensive Financial Report for the Fiscal Year Ended June 30, 2025, and Adopt a Resolution Confirming June 30, 2025 Fund Balances in Accordance With Fiscal Year 2024-25 Final Audit and Town Council General Fund Reserve Policy. **RESOLUTION 2025-064**
8. Authorize the Town Manager to Execute a Notice of Completion for the Civic Center HR Offices and ADA Ramp Project (CIP No. 821-2117) and Authorize Staff to Record the Notice of Completion.
9. Adopt a Resolution Setting the Compensation and Benefits for Management and Confidential Employees. **RESOLUTION 2025-065**
10. Authorize the Town Manager to Reopen the Los Gatos Creek Trailhead Connector Project (4118503, 4218503; CIP 832-4505), Authorize Associated Budget Adjustments, and Authorize the Town Manager to Execute an Amendment to the Agreement for Services with Zoon Engineering.
11. Approve the 2026 Town Council Meeting Schedule.

Council Member Hudes made comments on items seven and nine.

Vice Mayor Ristow commented on item eleven.

Mayor Moore opened public comment.

No one spoke.

Mayor Moore closed public comment.

**MOTION: Motion by Vice Mayor Ristow to approve consent items one through eleven.
Seconded by Council Member Hudes.**

VOTE: Motion passed unanimously.

VERBAL COMMUNICATIONS

Lynley Hogan

- Commented on various concerns.

Mr. R.

- Commented on various concerns.

OTHER BUSINESS

12. Adopt a Resolution for the California Public Employees' Retirement System Retirement Plan to Waive the 180-day Retiree Rehire Wait Period for Gitta Ungvari. **RESOLUTION 2025-066**

Cheryl Parkman, Human Resources Director, presented the item.

Mayor Moore opened public comment.

No one spoke.

Mayor Moore closed public comment.

MOTION: Motion by Council Member Hudes to adopt a resolution for the California Public Employees' Retirement System Retirement Plan to waive the 180-day retiree rehire wait period and to appoint Gitta Ungvari as the interim Administrative Services Director in the Finance Department. Seconded by Council Member Badame.

VOTE: Motion passed unanimously.

13. Adopt a Resolution for the California Public Employees' Retirement System Retirement Plan to Waive the 180-day Retiree Rehire Wait Period for Jose Reyes. **RESOLUTION 2025-067**

Cheryl Parkman, Human Resources Director, presented the item.

Mayor Moore opened public comment.

No one spoke.

Mayor Moore closed public comment.

MOTION: Motion by Council Member Badame to adopt a resolution for the California Public Employees' Retirement System Retirement Plan to waive the 180-day retiree rehire wait period and to appoint Jose Reyes as extra help in the Police Department.
Seconded by Council Member Hudes.

VOTE: Motion passed unanimously.

14. Adopt a Resolution for the California Public Employees' Retirement System Retirement Plan to Waive the 180-day Retiree Rehire Wait Period for Janette Judd. **RESOLUTION 2025-068**

Cheryl Parkman, Human Resources Director, presented the item.

Mayor Moore opened public comment.

No one spoke.

Mayor Moore closed public comment.

MOTION: Motion by Vice Mayor Ristow to adopt a resolution for the California Public Employees' Retirement System Retirement Plan to waive the 180-day retiree rehire wait period and to appoint Janette Judd as Interim Executive Assistant to the Town Manager in the Town Manager's Office. **Seconded by Council Member Badame.**

VOTE: Motion passed unanimously.

15. Discuss, Consider, and Provide Direction to Modify the Town of Los Gatos Flag Policy for Town Owned Flagpoles, Including Potential Future Display of the Pride Flag During LGBTQ+ Pride Month in June 2026.

Chris Constantin, Town Manager, presented the item.

Mayor Moore opened public comment.

Autumn

- Commented in support of a flag policy that allows the Progress Pride flag.

Elijah Asheghan

- Commented in support of raising the Pride flag.

Cece Pollesch

- Expressed concerns and requested that Council focus on other issues.

Terry Hernandez, President of Pride Social South County

- Commented in support of raising the Pride flag.

Lech Szumilas

- Commented on promoting all portions of the community, instead of focusing on only one.

Dr. Franklin

- Commented on concerns with commemorative flags.

Mrs. Franklin

- Commented on concerns with allowing non-governmental flags.

Maureen Heath

- Commented in support of a commemorative flag policy and raising the Pride flag.

Rick Koscielnick

- Commented on general concerns.

Sue Ann Lorig

- Commented in support of raising the Pride flag.

Nancy Murphy

- Commented on general concerns and maintaining the current policy.

John Shepherd

- Commented in support of raising the Pride flag.

Nova Jayaraj

- Commented in support of raising the Pride flag.

Eric Linag

- Commented in support of raising the Pride flag.

Guy Shaham, Los Gatos-Saratoga Youth Advocacy

- Commented in support of raising the Pride flag.

Alicia

- Commented in support of raising the Pride flag.

Louisa Horwath, Los Gatos-Saratoga Youth Advocacy

- Commented in support of raising the Pride flag.

Preston Kauk

- Commented on general concerns and opposed amending the flag policy.

Ali Miano

- Commented in support of raising the Pride flag.

Craig Gleason

- Commented in support of raising the Pride flag.

Mary Buxton

- Commented in support of raising the Pride flag.

Alex Sanchez Silva

- Commented in support of raising the Pride flag.

Kathryn McDowell

- Commented on concerns with allowing non-governmental flags.

Jeff Suzuki, Los Gatos Anti Racism Coalition

- Commented in support of raising the Pride flag.

Gus Who

- Commented on the use of flags.

Kathryn Schmit

- Express interest in what neighboring communities are doing.

Ken Windham

- Commented on general concerns and maintaining the current policy.

Erica Weinstein

- Commented in support of raising the Pride flag.

Riley

- Commented in support of the Pride flag and option two in the staff report.

Lee Quintana

- Commented in support of amending the flag policy.

Debbie Wilson

- Commented on religion and the Appeal to Heaven flag.

Chris Wiley

- Commented on allowing other commemorative flags.

Gordon Yamate

- Commented in support of raising the Pride flag.

Melissa Weiss

- Commented in support of previous speakers supporting the Pride flag.

Amanda Flowers

- Commented in support of the Pride flag and option two in the staff report.

Martha

- Commented in support of option two to create a commemorative flag policy.

Ken Yeager, Former San Jose City Council Member

- Commented in support of raising the Pride flag.

Kylie

- Commented in support of amending the flag policy and raising the Pride flag.

Sue Ahmadian

- Commented in support of raising the Pride flag.

Ziwa

- Commented in support of raising the Pride flag.

Ali Payne

- Commented in support of raising the Pride flag.

Kinsley Lee, Los Gatos Anti Racism Coalition

- Commented in support of raising the Pride flag.

Sera Fernando, Office of LGBTQ+ Affairs Santa Clara County

- Commented in support of raising the Pride flag.

Emily Thomas

- Commented in support of option two in the staff report and raising the Pride flag.

Mayor Moore closed public comment.

Mayor Moore called a recess at 9:13 p.m. and reconvened the meeting at 9:21 p.m.

The Council asked questions and discussed the item.

MOTION: Motion by Vice Mayor Ristow to authorize staff to move forward with option two, which is creating, for our review, a written flag display policy that designates Town flag poles as Government Speech, limits routine display to Government flags, and allows the Town Council to authorize commemorative flags by resolution on a case-by-case basis, and direct staff to return with a Pride flag resolution which would adopt a commemorative flag structure in option 1 and simultaneously return with resolution authorizing display of the progress Pride flag during June 2026 and in that resolution provide options between supermajority and a majority. **AMENDMENT:** direct staff to come back with information on how the eleven of the fifteen Santa Clara County cities achieved raising the flag. **Seconded by Mayor Moore.**

VOTE: Motion passed 4-1. Council Member Badame voted no.

16. Approve the Senior Services Roadmap Update and Next Steps.

Katy Nomura, Assistant Town Manger introduced Jen Fosco, Senior Services Coordinator, to present the item.

Mayor Moore opened public comment.

Elenor Yick, Community Health and Senior Services Commission Chair

- Commented on items in the report.

Mayor Moore closed public comment.

Council asked questions and discussed the item.

MOTION: Motion by Council Member Hudes to approve the report. **Seconded by Vice Mayor Ristow.**

VOTE: Motion passed unanimously.

17. Discuss, Consider, and Provide Direction Regarding Wildfire Risk Mitigation Program Options, Planning Level Cost Estimates, and Emergency Management Initiatives Update.

Chris Todd, Emergency Services Coordinator, presented the item.

Mayor Moore opened public comment.

No one spoke.

Mayor Moore closed public comment.

Council asked questions, discussed the item, and provided direction. Council consensus was to identify external funding sources and determine priorities.

There was no action taken on this item.

18. Adopt by Resolution "Statement and Findings" in Response to a Challenged Conduct Notice Submitted Regarding a Planning Application for the Proposed Project at 14288 Capri Drive.
RESOLUTION 2025-069

Gabreille Whelan, Town Attorney, presented the item.

Mayor Moore opened public comment.

Ben, Applicant Representative

- Commented on compliance with state housing laws and requested this item be discussed in closed session.

Mayor Moore closed public comment.

The Council asked questions and discussed the item.

MOTION: Motion by Council Member Badame to adopt by resolution "Statement and Findings" in response to a Challenged Conduct Notice submitted regarding a planning application for the proposed project at 14288 Capri Drive. **Seconded** by **Vice Mayor Ristow**.

VOTE: Motion passed unanimously.

19. Adopt the Revised Town Agenda Format and Rules Policy 2-01. **COUNCIL POLICY 2-01**

Mayor Moore stated that this item will be rescheduled for the next regular meeting on January 20, 2025.

COUNCIL/TOWN MANAGER REPORTS

Council Matters

- Council Member Rennie stated he toured Cinnamon Solar; attended a Silicon Valley Clean Energy Authority (SVCEA) Board meeting and a SVCEA Board Business Strategy Workshop.
- Council Member Hudes stated he spoke at the Kiwanis event; met with the Community Center Group, met representatives from Avenidas; participated in the Tree Lighting event, the Children's Holiday Parade, a Council Policy Committee meeting, a County Board of Supervisors meeting, a Community Health and Senior Services Commission meeting, and the Hannukkah on Main Street event.
- Vice Mayor Ristow stated she served the staff at the All-Town Staff Winter Luncheon, attended the Los Gatos in Lights event, the Children's Parade, the Cities Association Holiday Dinner; met with the property owner and developer for 647 Santa Cruz Avenue; attended the SVCEA Board Study Session, the Hannukkah on Main Street event, the St. Lukes Christmas party for the unhoused, and a celebration of life for Pam Bancroft.
- Council Member Badame stated she attended the All-Town Employee Recognition Luncheon, the Tree Lighting, the Children's Holiday Parade, a Council Policy Committee meeting, a meeting of the K9 companions' event at Los Gatos High School, and was a guest speaker at the Democracy Tent.
- Mayor Moore stated he had his first ribbon cutting as Mayor for the Magical Memories Santa's Workshop; participated in the Wreaths Across America Ceremony; gave remarks at Hannukkah on Main Street event; attended the All-Town Staff Luncheon, Los Gatos in Lights event, the Children's Holiday Parade, and participated in the West Valley Solid Waste District Authority (WVSDA) interviews to select the next District Manager.

Town Manager Matters

Chris Constantin, Town Manager

- Announced Town Administrative Offices will be closed Wednesday, December 24, 2025, through Friday, January 2, 2026. Services will resume Monday, January 5, 2026.
- Announced the Library will be closed Wednesday, December 24, 2025, through Friday, January 2, 2026. Services will resume Saturday, January 3, 2026.
- Announced the next Town Council Meeting will be January 13, 2026.

Closed Session Report

Gabrielle Whelan, Town Attorney

- Announced there were two closed session items, one was a conference with legal counsel regarding existing litigation and reported that the Town Council authorized a Worker's Compensation Settlement of a claim of a former employee for \$75,000. The second item was real property negotiations for 208 E. Main Street and there was no reportable action.

ADJOURNMENT

The meeting adjourned at 11:55 p.m.

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SUBJECT: Minutes of the Town Council Meeting of December 16, 2025

DATE: December 16, 2025

Respectfully Submitted:

/s/ Jenna De Long, Deputy Town Clerk