



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavalley, City Manager **E-SIGN:**
FROM: Alan Bullock, HR Director
DEPARTMENT: Human Resources

DATE: December 21, 2022 **MEETING DATE:** January 10, 2023

SUBJECT / TOPIC: Firefighters' Union Contract

BACKGROUND INFORMATION:

The city's Firefighters are represented by the International Association of Firefighters, Local 2546 (IAFF).

The current collective bargaining agreement between the city and IAFF is effective October 1, 2020 through September 30, 2022.

Terms and conditions of employment for the period commencing October 1, 2022 have been the subject of collective bargaining since June of 2022. These negotiations have now been concluded with proposed collective bargaining agreement covering the period October 1, 2022 through September 30, 2025.

The proposed agreement essentially provides for a substantial pay scale adjustment in year one, slotting in of incumbents based on experience and in years two and three step increases with no increase in underlying pay ranges. This provides for fair market compensation for the Firefighters and fiscal certainty for the city for the coming three years.

These proposed agreement has been ratified by the IAFF membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.

SUPPORTS STRATEGIC PLAN: Goal Three: Ensure a Fiscally Sound City

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

[Click or tap here to enter text.](#)

Yes	N/A	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Document(s) Reviewed for ADA compliance (required if for agenda posting)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	City Attorney Reviewed/Approval
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Risk Management Review

Finance Department Review/Approval
Funds Availability (account number): [Click or tap here to enter text.](#)

Original(s) attached: Proposed collective bargaining agreement

cc: