



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: James Clinch, City Manager **E-SIGN:**

FROM: Alan Bullock, Director of Human Resources

DEPARTMENT: Human Resources

DATE: September 3, 2025

MEETING DATE: September 9, 2025

SUBJECT / TOPIC: Proposed Collective Bargaining Agreement with Fraternal Order of Police for Fiscal Years 2026 - 2028

BACKGROUND INFORMATION:

The city's Police Sergeants and Lieutenants are represented by the Florida State Lodge Fraternal Order of Police, Inc. (FOP(S&L)). The current collective bargaining agreement between the city and FOP (S&L) is effective October 1, 2022 through September 30, 2025. Terms and conditions of employment for the period commencing October 1, 2025 have been agreed upon, reflected in a proposed collective bargaining agreement covering the period October 1, 2025 through September 30, 2028. The proposed agreement has been ratified by the FOP(S&L) membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.

In summary, the main changes for FY26 are as follows:

- Step progression.
- No topout pay.
- New Sgt. range (4% increase to grade/step table):
 - Step 1 – 93,600
 - Step 2 – 98,800
 - Step 3 – 105,999
 - Step 4 – 108,119
 - Step 5 – 110,822
 - Step 6 – 113,593
- New Lt. range (5%-8% increase to grade/step table based on market):
 - Step 1 - 110,250 (+5%)
 - Step 2 - 115,500 (+5%)
 - Step 3 - 120,686 (+5%)
 - Step 4 - 126,059 (+7%)
 - Step 5 - 129,211 (+7%)
 - Step 6 - 133,679 (+8%)

- Add one person Dive Team under Article 27, section 3 – temporary assignment differential.
- Amend Article 27, section 2 Briefing Pay to one Sgt. and one Lt. daily unless in case of absences.
- Add 2 supervisors to on-call rotation at \$45 per day.

There will be pay reopeners for FY27 and FY28.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Finance Department Review/Approval
		Funds Availability (account number):

CC: