



## MEMORANDUM TO VENICE CITY COUNCIL

**THROUGH CHARTER OFFICER:** Edward Lavallee, City Manager

**E-SIGN:**

**FROM:** Alan Bullock, HR Director

**DEPARTMENT:** Human Resources

**DATE:** September 19, 2023

**MEETING DATE:** October 10, 2023

**SUBJECT / TOPIC:** Proposed Personnel Procedures and Rules Changes

**BACKGROUND INFORMATION:** The city's Personnel Procedures and Rules govern working conditions for all employees where collective bargaining agreements do not apply. We hereby propose changes to section 2.1 Access to Group Health Insurance, raising salary thresholds by 7.5% in view of a 7.5% base pay increase for non-bargaining employees effective October 1, 2023. This will ensure that no employee will move up into the next contribution bracket as a result of the pay increase.

**SUPPORTS STRATEGIC PLAN:** Goal Two: Provide Efficient, Responsive Government with High Quality Services

**COUNCIL ACTION REQUESTED:** For Council Adoption by Motion

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