

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this _____ day of _____ 2025 by and between the City of Venice, (hereinafter referred to as “City”) and the International Association of Firefighters Local Chapter 2546 representing the City of Venice Firefighters (hereinafter referred to as “Union”).

WHEREAS, the City and the Union have a collective bargaining agreement (CBA) in place for the period October 1, 2022 to September 30, 2025; and

WHEREAS, that contract constitutes the status quo;

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

With reference to Article 7 of the current CBA, the City and IAFF 2546 agree to amend Article 1 RECOGNITION to include in the bargaining unit the new position of ‘EMS Supervisor’.

With reference to Article 7 of the current CBA, the City and IAFF 2546 agree to amend Article 7 RATE OF PAY by adding a new section 9, reading as follows:

The EMS Supervisor shall adhere to the job requirements and description as produced by the City of Venice. The EMS Supervisor shall fall under the Chain of Command as listed in the Venice Fire Department’s Rules and Regulations Article 1, Command Structure.

The EMS Supervisor shall fall under the pay plan as listed below and follow a 4-step plan. Incoming EMS Supervisors shall commence pay at the Class 4 designation and progress as outlined below.

Class Designation:	Base Pay:
Class 4:	\$92,482.00
Class 3:	\$94,982.00
Class 2:	\$96,482.00
Class 1:	\$98,000.00

The EMS supervisor shall receive the “Officer Paramedic” specialty pay rate as stated in Article 7, Section 5, under the “Specialty Pay” section regarding officer Paramedics.

EMS Supervisors will advance to the next class in this pay plan each October 1 of the CBA. Should the EMS Supervisor be either hired or promoted internally in the period October 1st to March 30th of any given year they will be eligible for “early” class progression the following October 1 despite not having completed a full year of service. No EMS Supervisor can progress by more than one class per fiscal year. Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees’ anniversary dates. If hired or internally promoted between April 1st and September 30th of a year, the member shall not progress a step until October 1st of the following year.

Hours:

The EMS Supervisor shall work a 40-Hour work week, Monday-Friday, at 8-hour days, for a total of 2080 hours worked annually. The position shall be FLSA Non-Exempt.

Holidays: 11 per year as specified in the Personnel Procedures & Rules, section 2.3.

Sick Leave: Accrue 8 hours per month.

Vacation Leave: Accrue on same basis as non-bargaining employees in Personnel Procedures & Rules, section 2.2.

Kelly Days: N/A

In the instance of a change from 2080 hours worked annually to the equivalent of a FF/EMT, FF/PMD, Lieutenant, or Battalion Chief hours worked annually, the accrual of time off and Kelly days shall be amended to mirror those outlined in the CBA and all current hours shall be multiplied to reflect the accrument changes.

The EMS Supervisor shall be protected and covered under all articles in the CBA while the position is classified as a member of the IAFF.

FOR CITY OF VENICE

Name Date

FOR UNION

Name Date