



MEMORANDUM TO VENICE CITY COUNCIL

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

DATE: October 13, 2022 **MEETING DATE:** October 11, 2022

SUBJECT / TOPIC: Police Officers' Union Contract

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, 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 April 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 moderate pay increases for more experienced incumbents and one-time payments for less experienced incumbents, coupled with the introduction of new pay scales for Sergeants and Lieutenants, respectively. This provides for fair market compensation for the Police Sergeants and Lieutenants and fiscal certainty for the city for the coming three years.

These 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.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent 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 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: