



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavallee, City Manager

E-SIGN:

FROM: Alan Bullock, HR Director

DEPARTMENT: Human Resources

DATE: September 29, 2023

MEETING DATE: October 10, 2023

SUBJECT / TOPIC: Charter Offer Pay Increases for Fiscal Year 2024

BACKGROUND INFORMATION: The city has three Charter Officer positions, two of which are employees, that of City Manager and City Clerk, whose terms and conditions of employment, including pay are set by Council. Traditionally, pay increases are awarded annually, effective each October 1. For context, in 2023 the City Manager was awarded a 5% pay increase and a one-time payment of \$2,500, whereas the City Clerk received a 7% pay increase. Current annual salaries are \$226,533 and \$139,100, respectively. Other city employees' pay arrangement for FY24 are as follows by group:

- Non-bargaining – Raise pay ranges by 4%, pay by 7.5%
- AFSCME – Raise pay ranges by 4%, step increases of 3.5% (one-time 3.5% payments for those at top step)
- IAFF – step increases per year 2 of 3-year CBA (7% - 9%)
- FOP (S&L) – per year 2 of 3-year CBA (3% - 4%)
- FOP (O) – No deal for FY24 yet. In the meantime, they will get step increases (4.5% - 6%) or 3.5% one-time payments for those at top step. Anything additional needs to be resolved by agreement/impasse.

Employment Contracts for each are attached. It now falls to Council to decide on pay increases for the two Charter Officer positions for Fiscal Year 2024.

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

COUNCIL ACTION REQUESTED: For Discussion and Immediate Action

Yes N/A

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| <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): |

