



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 12, 2025

MEETING DATE: September 23, 2025

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

BACKGROUND INFORMATION:

The city's Police Officers are represented by the Florida State Lodge Fraternal Order of Police, Inc. (FOP(O)). The current collective bargaining agreement between the city and FOP (O) 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, 2026. The proposed agreement has been ratified by the FOP(O) membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.

In summary, the main changes are as follows:

- Step progression.
- No topout pay.
- New Officer range with 3.7% increments between steps:
 - Step 1 – \$70,000
 - Step 2 – \$72,590
 - Step 3 – \$75,276
 - Step 4 – \$78,061
 - Step 5 – \$80,949
 - Step 6 – \$83,944
 - Step 7 – \$87,050
 - Step 8 – \$90,271
 - Step 9 – \$93,611
 - Step 10 – \$97,075
- Add three person Dive Team under Article 27, section 3 – temporary assignment differential.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

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 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: