



City of Venice
Administrative Services Department

Interoffice Memorandum

DATE: February 14, 2014

TO: City Council

FROM: Alan Bullock, Director of Administrative Services

THROUGH: Ed Lavallee, City Manager

SUBJECT: Proposed AFSCME Collective Bargaining Agreement for FY14, FY15 and FY16

Of the city's approximately 265 employees, about half are included in the American Federation of State, County and Municipal Employees bargaining unit (AFSCME Local 1718).

The current collective bargaining agreement between the city and AFSCME is effective October 1, 2012 through September 30, 2013. Negotiations between the city and AFSCME have now concluded with the attached proposed collective bargaining agreement for the period October 1, 2013 through September 30, 2016.

In brief summary, main changes to its terms are as follows:

Article 13 – Sick Leave

Other than effective date, mirrors changes implemented for non-bargaining employees for FY14. I.e. splits sick accruals into two banks. The new bank will have no cash value. Sick accruals used from now on will come from the old bank.

Article 15 – Health Insurance

Other than effective date, mirrors changes implemented for non-bargaining employees for FY14. I.e. implements changes directed by Council in 2011 to reach an overall 80/20 split:

1. Introduces 4th contribution tier for single coverage.
2. Moves to %-based contributions for all coverage.

Article 16 – Wages

Period	Base pay
10/1/13 – 9/30/14 (FY14)	2.5% increase and increases to offset increased health insurance contributions (non-retroactive)
10/1/14 – 9/30/15 (FY15)	Greater of CPI or 3% increase; maximum of 4%
10/1/15 – 9/30/16 (FY16)	Reopener

The full agreement is contained in the Council meeting agenda packet for February 25, 2014 and includes other less significant changes in Articles 9, 10 and 20.

This proposed agreement was ratified by the AFSCME membership on February 13, 2014.

It is the recommendation of the management collective bargaining team that you approve the proposed agreement.