

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 27th day of August, 2024 by and between the City of Venice, (hereinafter referred to as "City") and the American Federation of State, County and Municipal Employees, Local 1718 (hereinafter referred to as "Union").

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

WHEREAS, that contract constitutes the status quo; and

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

Article 15, Individual coverage paragraph will be modified as follows:

For individual coverage, effective October 1, 2024:

Base Salary

Less than, \$53,363 = 6% of the individual fully-funded rate

Deleted: \$50,342

Base Salary Range

\$53,364 - \$68,186 = 11% of the individual fully-funded rate

Deleted: \$50,342 - \$64,326

Base Salary Range

\$68,187 - \$83,008 = 22% of the individual fully-funded rate

Deleted: \$64,327 - \$78,309

Base Salary

More than, \$83,008 = 26% of the individual fully-funded rate

Deleted: \$78,309

FOR CITY

Name Date

FOR UNION



Name Date