



MEMORANDUM TO VENICE CITY COUNCIL

FROM: Linda Senne, CPA, Finance Director LS

DEPARTMENT: Finance Department

THROUGH CHARTER OFFICER: Edward Lavallee, City Manager

E-SIGN: EL

DATE: July 12, 2024

MEETING DATE: August 27, 2024

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

SUBJECT / TOPIC: Charter Officer Pay Increases for Fiscal Year 2025

BACKGROUND INFORMATION: The City has three Charter Officer positions, two that are employees, the City Manager and City Clerk, whose terms, and conditions of employment, including pay are set by City Council. Traditionally, pay increases are awarded annually, effective each October 1. Current annual salaries are \$243,523 City Manager, and \$149,533 City Clerk. Other city employees' pay arrangement for FY25 are as follows by group:

- Non-bargaining – Raise pay grades by 2.5%, total pay by 6%
• AFSCME – Raise pay grades by 2.5%, step increases of 3.5%, (one-time 3.5% payments for those at top step) = 6%
• IAFF – step increases per year 3 of 3-year CBA (Firefighters and Paramedics 7% - 9%, Lieutenants and Battalion Chiefs 2.34% - 3.09%)
• FOP (S&L) – per year 3 of 3-year CBA (3% - 4%)
• FOP (O) – Raise pay grades by 4.5%, step increases of 4.5% = 9%

The City Council is to determine pay increases for the two Charter Officer positions for Fiscal Year 2025.

COUNCIL ACTION REQUESTED: For Discussion and Adoption by Motion

Table with 2 columns: Yes, N/A. Rows include: Document(s) Reviewed for ADA compliance, City Attorney Reviewed/Approval, Human Resources Director Review/Approval, Finance Department Review/Approval, Funds Availability (account number): Within the City Clerk and City Manager Department Budgets for Fiscal Year 2025.

Signature: 
 Edward Lavalley (Jul 12, 2024 12:01 EDT)

Email: elavallee@venicefl.gov

Memo for Charter Officer Pay Increases - FY2025

Final Audit Report

2024-07-12

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