



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: October 6, 2025

MEETING DATE: October 14, 2025

SUBJECT / TOPIC: Proposed Collective Bargaining Agreement with International Association of Fire Fighters for Fiscal Years 2026 - 2028

BACKGROUND INFORMATION:

The city's Firefighters are represented by the International Association of Fire Fighters (IAFF), Local 2546. The current collective bargaining agreement between the city and IAFF 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, 2028. The proposed agreement has been ratified by the IAFF membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.

In summary, the main terms are as follows:

FY26

- Step progression.
- Significant increases to grade/step tables and paramedic stipends to address market shortfall.
- Addition of limited new incentive payments for Marine Operations.
- The establishment of a Health Trust to provide for future post-retirement health insurance.

FY27

- Step progression only.

FY28

- Pay reopener.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

Yes	N/A	
<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: