



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavalley, City Manager **E-SIGN:**
FROM: Alan Bullock, HR Director
DEPARTMENT: Human Resources

DATE: October 13, 2022 **MEETING DATE:** October 25, 2022

SUBJECT / TOPIC: AFSCME Union Contract

BACKGROUND INFORMATION:

The city's general employees are represented by the American Federation of State County and Municipal Employee (AFSCME), Local 1718.

The current collective bargaining agreement between the city and AFSCME is effective October 1, 2019 through September 30, 2022.

Terms and conditions of employment for the period commencing October 1, 2022 have been the subject of collective bargaining since April of 2022. These negotiations have now been concluded with proposed collective bargaining agreement covering the period October 1, 2022 through September 30, 2025.

The proposed agreement essentially provides for a 5.5% increase to all pay grades, the resumption of 3.5% steps and step advancement for all employees not at the top step. Those at the top step will received a one-time payment in the amount of \$2,500. This yields a 9.0% base pay increase for most employees in year one. Years two and three will be the subject of wage reopeners. This provides for fair market compensation for the AFSCME employees and some fiscal certainty for the city for the coming three years.

These proposed agreement has been ratified by the AFSCME membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

Click or tap here to enter text.

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 |

Finance Department Review/Approval
Funds Availability (account number): [Click or tap here to enter text.](#)

Original(s) attached: Proposed collective bargaining agreement

cc: