



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavallee, City Manager

E-SIGN:

FROM: Alan Bullock, HR Director

DEPARTMENT: Human Resources

DATE: December 1, 2023

MEETING DATE: December 12, 2023

SUBJECT / TOPIC: FOP (Officers) Collective Bargaining Agreement for Fiscal Years 2024 and 2025

BACKGROUND INFORMATION: The city's Police Officers are represented by the Fraternal Order of Police. The current collective bargaining agreement between the city and the FOP (Officers) is effective October 1, 2022 through September 30, 2025 but is subject to a wage reopener for FY24 and FY25. The wage reopener has been the subject of collective bargaining since June of 2023. These negotiations have now been concluded with a proposed memorandum of understanding (MOU). The proposed terms are:

For Fiscal Year 2024 (effectively December 12, 2023 – September 30, 2024):

- The base pay step table will increase to the following annual rates effective date of final ratification of this MOU, with no retroactive component:

Step 1	\$ 62,000
Step 2	\$ 64,480
Step 3	\$ 67,059
Step 4	\$ 69,742
Step 5	\$ 72,531
Step 6	\$ 75,432
Step 7	\$ 78,450
Step 8	\$ 81,588
Step 9	\$ 84,851
Step 10	\$ 88,245

- Employees in the step plan already advanced one step on October 1, 2023, based on the prior step table for Fiscal Year 2023 and will therefore remain at their current step.
- Employees at step 10 instead already received a one-time payment in the amount of 3.5% of their base pay as of September 30, 2023. These payments will stand.

For Fiscal Year 2025 (October 1, 2024 – September 30, 2025):

- The base pay step table will increase to the following annual rates effective October 1, 2024:

Step 1	\$ 65,000
Step 2	\$ 67,600
Step 3	\$ 70,304
Step 4	\$ 73,116
Step 5	\$ 76,041
Step 6	\$ 79,082
Step 7	\$ 82,246
Step 8	\$ 85,536
Step 9	\$ 88,957
Step 10	\$ 92,515

- Employees in the step plan will progress to the next step in the base pay plan on October 1, 2024.
- There will be no one-time payments for employees at step 10.
- At any given time, two Detectives, one Traffic Homicide Investigator and others at the Police Chief's sole discretion will be on-call at the rate of \$45 per day. Those on call will be expected to answer and respond to every call while on call.

It is the recommendation of the management collective bargaining team that you approve the proposed MOU, which has been approved by the FOP (Officers) membership by majority vote.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

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|-------------------------------------|-------------------------------------|--|
| 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): General Fund |