





City of Venice
Administrative Services

Interoffice Memorandum

DATE: December 23, 2015

FROM: Alan Bullock, Director of Administrative Services 

TO: Ed Lavalley, City Manager 

SUBJECT: Proposed Memorandum of Understanding with IAFF

As you will recall, the city and the International Association of Firefighters (IAFF) were at impasse in 2014, predominantly over significant pension issues when a collective bargaining agreement was reached at the last minute. Due to the focus on pensions at that time, ramifications of the pay provisions on future promotions were not considered as fully as they would have been under normal collective bargaining conditions.

The Fire department now has Battalion Chief and Lieutenant level vacancies, which will be filled by internal promotion. A challenge in this regard is that the starting pay for these vacancies is in many cases lower than the pay of candidates for the vacancies.

Please refer to Article 7, section one of the IAFF collective bargaining agreement for the period October 1, 2014 – September 30, 2017 (attached 1). As you will see, starting pay for a Lieutenant is \$69,512 and starting pay for a Battalion Chief is \$79,512. Please also refer to Appendix one of the collective bargaining agreement (attached 2). As you will see, several Firemedics and Lieutenants have base pay exceeding \$69,512 and \$79,512 respectively. This effectively acts as a disincentive for promotion.

City administration and the IAFF agree that the appropriate way to address this is through a Memorandum of Understanding (attached), that will essentially ensure that a newly-promoted Battalion Chief or Lieutenant will realize a modest 5% increase in base pay rather than a pay cut.