



## MEMORANDUM TO VENICE CITY COUNCIL

**THROUGH CHARTER OFFICER:** Edward Lavallee, City Manager

**E-SIGN:**

**FROM:** Alan Bullock, HR Director

**DEPARTMENT:** Human Resources

**DATE:** September 27, 2023

**MEETING DATE:** October 10, 2023

**SUBJECT / TOPIC:** Proposed AFSCME Memorandum of Understanding (MOU)

### **BACKGROUND INFORMATION:**

The AFSCME Collective Bargaining Agreement references salary thresholds for healthcare contributions in Article 15. We hereby propose changes to those, raising salary thresholds by 7.5% in view of a 7.5% base pay increase for AFSCME employees in October, 2023. This will ensure that no employee will move up into the next contribution bracket as a result of the pay increase.

**SUPPORTS STRATEGIC PLAN:** Goal Two: Provide Efficient, Responsive Government with High Quality Services

**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 type="checkbox"/>            | <input checked="" type="checkbox"/> | City Attorney Reviewed/Approval  |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Risk Management Review   |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Finance Department Review/Approval                                       |
|                                     |                                     | Funds Availability (account number):                                     |