



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavalley, City Manager

E-SIGN:

FROM: Alan Bullock, HR Director

DEPARTMENT: Human Resources

DATE: August 7, 2024

MEETING DATE: August 27, 2024

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 6.0% in view of a 6.0% base pay increase for AFSCME employees in October, 2024. 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

Yes N/A

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| <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): |