



## MEMORANDUM TO VENICE CITY COUNCIL

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

**DATE:** September 27, 2022      **MEETING DATE:** October 11, 2022

**SUBJECT / TOPIC:** Police Officers' Union Contract

### **BACKGROUND INFORMATION:**

The city's Police Officers are represented by the Florida State Lodge Fraternal Order of Police, Inc. (FOP(O)).

The current collective bargaining agreement between the city and FOP(O) 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 substantial pay scale adjustment in year one, slotting in of incumbents based on experience and in years two and three step increases with no increase in underlying pay ranges. This provides for fair market compensation for the Police Officers and fiscal certainty for the city for the coming three years.

These proposed agreement has been ratified by the FOP(O) 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

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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

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

Original(s) attached: Proposed collective bargaining agreement

cc: