



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: James Clinch, City Manager **E-SIGN:**

FROM: Alan Bullock, Director of Human Resources

DEPARTMENT: Human Resources

DATE: September 8, 2025

MEETING DATE: September 23, 2025

SUBJECT / TOPIC: Proposed Collective Bargaining Agreement with American Federation of State, County and Municipal Employees for Fiscal Years 2026 - 2028

BACKGROUND INFORMATION:

Over 170 of the city's general employees are represented by the American Federation of State, County and Municipal Employees (AFSCME). The current collective bargaining agreement between the city and AFSCME Local 1718 is effective October 1, 2022 through September 30, 2025. Terms and conditions of employment for the period commencing October 1, 2025 have been agreed upon, reflected in a proposed collective bargaining agreement covering the period October 1, 2025 through September 30, 2028. The proposed agreement has been ratified by the AFSCME membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.

In summary, the main changes for FY26 are as follows:

- Grade/step table increase 3.5%.
- Step progression (3.5%).
- The above two items combined mean a 7% base pay increase for all AFSCME employees who are not at step 12 in their grade.
- Topout pay \$3,000 for those at step 12.
- Continued retention payments of \$2,000 - \$7,000 for Inspectors & Plans Examiners.
- Shift premium increase from \$0.50 to \$1.00 for afternoon shift and \$1.00 to \$2.00 for night shift.
- On-call pay – Increase from \$72 to \$80 for weekends and from \$24 to \$35 for weekdays.
- Safety shoe allowance increase from \$225 to \$325.

There will be pay reopeners for FY27 and FY28.

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

COUNCIL ACTION REQUESTED: For Council Adoption by Consent Motion

Yes N/A

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| ☒ | ☐ | Document(s) Reviewed for ADA compliance (required if for agenda posting) |
| ☒ | ☐ | City Attorney Reviewed/Approval |
| ☐ | ☒ | Risk Management Review |
| ☒ | ☐ | Finance Department Review/Approval |
| | | Funds Availability (account number): |

CC: