



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavalley, City Manager

E-SIGN:

FROM: Alan Bullock, Director of Human Resources

DEPARTMENT: Human Resources

DATE: July 31, 2024

MEETING DATE: August 27, 2024

SUBJECT / TOPIC: Proposed Personnel Procedures and Rules Changes

BACKGROUND INFORMATION: The city's Personnel Procedures and Rules govern working conditions for all employees where collective bargaining agreements do not apply. We hereby propose changes to section 2.1 Access to Group Health Insurance, raising salary thresholds by 6.0% in view of an anticipated 6.0% base pay increase for non-bargaining employees effective October 1, 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 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): |