



## 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:** March 25, 2026

**MEETING DATE:** April 14, 2026

**SUBJECT / TOPIC:** International Association of Firefighters Deferred Retirement Option Plan (IAFF DROP)

**BACKGROUND INFORMATION:** The City of Venice and the International Association of Firefighters (IAFF) have a Collective Bargaining Agreement (CBA) that runs from October 1, 2025 to September 30, 2028. That CBA contains the following provision: *'The [Pension] Plan shall be amended to provide members who have qualified for normal retirement or who qualify for normal retirement in the future the option to participate in a Deferred Retirement Option Program (DROP) for a period not to exceed 96 months provided the actuarial-determined cost of the DROP shall not increase the required plan funding.'* Attorneys for the Fire Pension Board and the City have assisted in drafting a mutually acceptable Ordinance that will effect the agreed-upon CBA provision. The IAFF is also in agreement with the proposed Ordinance. City Administration recommends that you approve the proposed Ordinance.

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

**COUNCIL ACTION REQUESTED:** For Council Adoption by 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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Finance Department Review/Approval
		Funds Availability (account number):

CC: