

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is made and entered into this 20<sup>th</sup> day of September, 2023 by and between the City of Venice, (hereinafter referred to as "City") and the American Federation of State, County and Municipal Employees, Local 1718 (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2022 to September 30, 2025; and

WHEREAS, that contract constitutes the status quo; and

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

Article 15, Individual coverage paragraph will be modified as follows:

For individual coverage:

Base Salary

Less than \$50,342 = 6% of the individual fully-funded rate

Base Salary Range

\$50,342 - \$64,326 = 11% of the individual fully-funded rate

Base Salary Range

\$64,327 - \$78,309 = 22% of the individual fully-funded rate

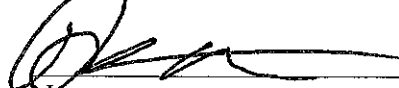
Base Salary

More than \$78,309 = 26% of the individual fully-funded rate

FOR CITY

\_\_\_\_\_  
Name Date

FOR UNION

 \_\_\_\_\_  
Name Date 9-27-23