



City of Venice
Administrative Services

Interoffice Memorandum

DATE: August 25, 2016

FROM: Alan Bullock, Director of Administrative Services

TO: City Council

THROUGH: Ed Lavallee, City Manager

SUBJECT: AFSCME Collective Bargaining Agreement for FY17 – FY19

Of the city's approximately 280 employees, about half are included in the American Federation of State, County and Municipal Employees bargaining unit (AFSCME Local 1718).

The current collective bargaining agreement between the city and AFSCME is effective October 1, 2013 through September 30, 2016. Negotiations between the city and AFSCME for the upcoming period of October 1, 2016 through September 30, 2019 have now concluded. The proposed collective bargaining agreement was ratified by the AFSCME membership on August 23, 2016 and is included in the agenda packet for the September 13, 2016 Council meeting. A summary of the changes is included below for your ease of reference.

It is the recommendation of the management collective bargaining team that you approve the proposed collective bargaining agreement.

Article	Section	Comment
1	8	City will provide union employee details twice annually upon request, subject to exclusions on basis of confidentiality.
6	7	City can alter schedule of employees injured on the job and assigned light duty with no prior notice.
7	2	Comp time off must be used in the fiscal year in which it was earned or can be scheduled to be used within the first two months of the following fiscal year.
7	6	On call pay for Monday – Friday increased from \$1.00 per hour to \$1.50 per hour. On-call pay for Christmas Day and Thanksgiving Day an additional \$25 for each day.
9	2	Job postings – city can draw from existing applicant pool without posting if new vacancy arises within 50 calendar days of original posting, or by agreement between Union President and Director of Administrative Services.

9	5	Clarifies that probationary period for promotions is 90 days and not six months.
9	9	City can hire a temp to cover when an employee is unable to perform normal duty as a result of a work-related injury and is performing light duty.
10	6	City agrees to continue to include AFSCME in ongoing running of reclassification process.
15	Intro, 1	Thresholds for healthcare contributions increased in line with pay increases so that no employees are penalized by going into a higher bracket due to a wage increase. Waiting period changed from 31 to 30 days to match healthcare Plan document.
16	all	<p>Year one – 3.5% base increase for non-probationary employees, effective the first full pay period in October, 2016. Pay ranges increase by 3.5%.</p> <p>Years two and three – wage reopeners.</p> <p>Employee split into two groups:</p> <ol style="list-style-type: none"> 1. Those hired on/after October 1, 2015 – in a pay range with no steps. New employees can be hired at up to bottom quarter of pay range. 2. Those hired prior to October 1, 2015 – any reference to steps suspended for the remainder of the contract and cannot be included in wage reopeners. <p>Promotions can be rewarded with more than 3.5% increase on cases by case basis.</p>
17	1	Light duty assignments in lower grade paid at regular rate.
19	1	Employee counseling not subject to grievance process. Employee who has received a counseling has right to comment in an addendum, to be put on file.
19	4	Party requesting arbitration is responsible for requesting and paying for the panel of arbitrators.
19	7	Ability to extend grievance response deadlines restricted to in writing between Union President and Director of Administrative Services.
22	1,2	Language regarding VPD Dispatchers deleted. Addition of \$200 uniform cleaning allowance for VPD Public Safety Aides and Records Clerks.
23	1	Elimination of tuition reimbursement agreement for education is a job requirement.