



City of Venice
Administrative Services

Interoffice Memorandum

DATE: October 16, 2017

FROM: Alan Bullock, Director of Administrative Services

TO: City Council

THROUGH: Ed Lavalley, City Manager

SUBJECT: AFSCME Collective Bargaining Agreement for Fiscal Years 2018 - 2019

Approximately half of the city's employees 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, 2016 through September 30, 2019. The agreement includes a wage reopener for fiscal years 2018 and 2019. Negotiations for this wage reopener between the city and AFSCME have now concluded. The proposed terms were ratified by the AFSCME membership on October 12, 2017 and are included in the agenda packet for the October 24, 2017 Council meeting. In brief summary:

1. AFSCME employees will receive a 3.5% base pay increase in each of fiscal years 2018 and 2019.
2. The employee health insurance premium contribution scale will rise accordingly in each year.
3. Temporary recruitment/retention payments of up to \$7,000 per year for 'Multitrade Inspectors' will commence in fiscal year 2018 and may continue in fiscal year 2019 at the city's discretion.

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