



City of Venice
Administrative Services Department

Interoffice Memorandum

DATE: October 26, 2017

TO: City Council

FROM: Alan Bullock, Director of Administrative Services

THROUGH: Ed Lavallee, City Manager

SUBJECT: Proposed IAFF Collective Bargaining Agreement for Fiscal Years 2018, 2019 and 2020

The city's firefighters are represented by the International Association of FireFighters (IAFF).

The current collective bargaining agreement between the city and IAFF is effective October 1, 2014 through September 30, 2017. Terms and conditions of employment for the period commencing October 1, 2018 have been the subject of collective bargaining for several months. These negotiations have now been concluded with a proposed collective bargaining agreement covering the period October 1, 2018 through September 30, 2020.

The main change to the agreement is the introduction of a new performance based pay plan that allows firefighters to progress through various pay classes, realizing base pay increases contingent upon completion of prescribed numbers of qualifying advanced training hours.

These proposed agreement has been ratified by the IAFF membership. It is the recommendation of the management collective bargaining team that you approve the proposed agreement.