



MEMORANDUM

City of Venice

Human Resources Department

TO: City Council

FROM: Alan Bullock, Director of Human Resources

DATE: August 22, 2018

COUNCIL APPROVAL: Yes

MEETING DATE: August 28, 2018

STRATEGIC PLAN GOAL: Provide Efficient, Responsive Government with High Quality Services

SUBJECT: Request to Approve AFSCME Memorandum of Understanding

Background: Amongst many others, the city's Building, Electrical, Mechanical and Plumbing Inspectors are represented by 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.

It is well documented that there is a shortage of 'multitrade' Inspectors, i.e. Inspectors with multiple licenses. In order to assist with recruitment and retention, we propose entering into a Memorandum of Understanding (MOU) with AFSCME that would allow for such Inspectors hired after August 1, 2018 to receive a sign-on bonus of \$2,500, which would be refundable to the city if the Inspector leaves City employment for any reason within one year. AFSCME has approved the proposed MOU.

Requested Action: Respectfully request that Council approve the proposed MOU.

City Attorney Review/Approved: Yes

Risk Management Review: N/A

Finance Department Review/Approved: Yes

Funds Availability (account number): 116-0801-524.12-00

ORIGINAL(S) ATTACHED: Memorandum of Understanding

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