



MEMORANDUM

City of Venice

Human Resources Department

TO: City Council

THROUGH: Edward F. Lavalley, City Manager

FROM: Alan Bullock, Director of Human Resources

DATE: October 18, 2019

COUNCIL APPROVAL: Yes

MEETING DATE: November 12, 2019

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

SUBJECT: Proposed Collective Bargaining Agreement with American Federation of State, County and Municipal Employees (AFSCME), Local 1718 for Fiscal Years 2020, 2021 and 2022

Background: Approximately half of the city's employees are represented by AFSCME.

The current collective bargaining agreement between the city and AFSCME is effective October 1, 2016 through September 30, 2019.

Terms and conditions of employment for the period commencing October 1, 2019 have been the subject of collective bargaining since May of 2019. These negotiations have now been concluded with a proposed collective bargaining agreement covering the period October 1, 2019 through September 30, 2022.

The proposed agreement includes the following significant terms:

- Wages – 4% in FY20, 3.5% in FY21, 3.5% in FY22, with ranges to increase accordingly. Step language will remain but there will be no step progression. No merit component.
- On-call pay – Increase from \$25 to \$36 per day for Saturday and Sunday.
- Emergency pay – AFSCME drops its Unfair Labor Practice challenge and the city agrees that the current policy will remain as is for the duration of the agreement.
- Sign-on bonuses – City will notify AFSCME if a position has been vacant for 60 days and the city intends to attach a sign-on bonus to the vacancy. City will determine amount.
- Retention pay for Inspectors – Expanded to encompass two lower Inspector levels (134 & 136) and also Plans Examiners.

- Health insurance wage bands – Increase with pay increases.
- Reclassifications – City will notify AFSCME of proposed reclassifications and allow 30 days for input. City Manager makes final determination.
- Vacation – Employees able to roll over vacation time that would otherwise be lost into January & February of following year in extenuating circumstances.

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

Requested Action: Approve the proposed collective bargaining agreement

If for an agenda item, this document and any associated backup created by City of Venice staff has been reviewed for ADA compliance: Yes

City Attorney Review/Approved: Yes

Risk Management Review: N/A

Finance Department Review/Approved: Yes

Funds Availability (account number): Various

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