



MEMORANDUM

City of Venice

Human Resources Department

TO: City Council

THROUGH: Edward F. Lavalley, City Manager

FROM: Alan Bullock, HR Director

DATE: August 31, 2021

COUNCIL APPROVAL: Yes

MEETING DATE: September 14, 2021

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

SUBJECT: Proposed Personnel Procedures and Rules Changes

Background: The city's Personnel Procedures and Rules govern working conditions for all employees where collective bargaining agreements do not apply. We hereby propose changes to section 2.1 Access to Group Health Insurance, raising salary thresholds by 3.5% in anticipation of a 3.5% base pay increase for non-bargaining employees in October, 2021. This will ensure that no employee will move up into the next contribution bracket as a result of the pay increase.

Requested Action: Request that Council approve the proposed changes

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: N/A

Risk Management Review: N/A

Finance Department Review/Approved: Yes

Funds Availability (account number): Various

ORIGINAL(S) ATTACHED: Click or tap here to enter text.

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