



# MEMORANDUM

## City of Venice

### Human Resources Department

TO: City Council

THROUGH: Edward F. Lavalley, City Manager

FROM: Alan Bullock, Director of Human Resources

DATE: September 1, 2021

COUNCIL APPROVAL: Yes

MEETING DATE: September 14, 2021

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

SUBJECT: Proposed Memorandum of Understanding with IAFF for Fiscal Year 2022

Background: 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, 2020 through September 30, 2022. Wages for the final year of the agreement (October 1, 2021 – September 30, 2022) are subject to a reopener.

As you know from having participated in several executive sessions on this, the terms of the reopener have been the subject of collective bargaining for some months. These negotiations have now been concluded with a proposed memorandum of understanding (MOU) covering wages for the period October 1, 2020 through September 30, 2022.

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

Requested Action: Approve the MOU

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): Fire department funds

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