MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 23rd day of September 2015 by and between the City of Venice, (hereinafter referred to as "City") and AFSCME Local 1718 (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2013 to September 30, 2016; and

WHEREAS, the collective bargaining agreement provides for a third year wage reopener in Article 16;

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

The City and the Union agree that the following wage terms shall apply:

1. Non-probationary employees whose base pay is below the maximum of the pay range for their position shall receive a 3.0% base pay increase effective the first full pay period in October, 2015.

2. Non-probationary employees whose base pay is at or above the maximum of the pay range for their position shall receive a one-time payment in an amount equivalent to 3.0% of their annual base pay in the first full pay period in October, 2015.

3. Employees hired on or after October 1, 2015 shall be placed into a pay plan using the pay range for their position, but with no steps. There shall be no change to pay ranges. Employees hired on or after October 1, 2015 will not be started at any more than 25% above the minimum of the pay range for their position and not with a rate of pay higher than any incumbent employee in that position.

4. After successful ratification of this Memorandum of Understanding by both the City and the Union, non-probationary employees will receive a $250 one-time payment in the first full pay period in October, 2015.

FOR CITY OF VENICE

Name 9/23/15 Date

FOR AFSCME LOCAL 1718

Name -10-2-15 Date

Approved By City Council

Date: 9/22/2015