

RESOLUTION NO. 2025-24

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VENICE, FLORIDA, AMENDING THE CITY OF VENICE PERSONNEL PROCEDURES AND RULES, 2020 EDITION, BY AMENDING SECTION 1.31 EMPLOYMENT OF RELATIVES, SECTION 2.1, ACCESS TO GROUP HEALTH INSURANCE, AND SECTION 3.4 SAFETY TRAINING; AND PROVIDING AN EFFECTIVE DATE

WHEREAS, Sec. 50-35 of the City Code of Ordinances provides that amendments to the City of Venice Personnel Procedures and Rules may be made and adopted by resolution; and

WHEREAS, city council wishes to amend the City of Venice Personnel Procedures and Rules, 2020 edition, as previously amended.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF VENICE, FLORIDA, as follows:

SECTION 1. The whereas clauses above are ratified and confirmed as true and correct.

SECTION 2. Section 1.31, Employment of Relatives, of the City of Venice Personnel Procedures and Rules, 2020 edition, is hereby amended as follows:

1.31 EMPLOYMENT OF RELATIVES

The city does not permit the employment of relatives or members of the same household under any of the following circumstances:

1. Where one of the parties would have authority or be in a position to directly or indirectly supervise, appoint, remove, or discipline the other.
2. Where one party would be responsible for auditing or evaluating the work of the other.
3. Where circumstances exist that could create a conflict of interest or an unsuitable working arrangement that could have a negative impact on employee morale or service to citizens.

The city manager has the final determination as to what constitutes a conflict of interest or unsuitable working arrangement. The city manager may waive this policy when it is deemed in the best interest of the city to do so.

For the purpose of this policy, a relative is defined as an employee's spouse, parent, sibling, sibling-in-law or child. For parent, sibling, or child, this is defined as biological, adopted, foster, step parent/step child/step brother/step sister, or legal ward. Spouse is defined as husband or wife as defined or recognized under State law.

SECTION 3. Section 2.1, Access to Group Health Insurance, of the City of Venice Personnel Procedures and Rules, 2020 edition, is hereby amended as follows:

2.1 ACCESS TO GROUP HEALTH INSURANCE

The mayor, councilmembers, city manager, city clerk, full time city employees and eligible part time employees are eligible to participate in the City of Venice Group Health Insurance Program.

Eligible individuals may select individual coverage, individual and one dependent coverage, individual and family coverage or no coverage. The schedule of benefits and the effective date of coverage shall be determined by the plan documents.

The mayor and councilmembers who elect to participate in the city's Group Health Insurance Program shall be required to pay the fully funded rate for their health insurance coverage without subsidized premiums from the city.

Effective October 1, 2024~~5~~, Non-Bargaining employees who elect to participate in the City's Group Health Insurance Program shall pay the city the following monthly premium contribution by payroll deduction based on the following scale for employee (single) health insurance coverage and the latest available actuarially-determined fully-funded rates:

For individual coverage:

Base Salary

Less than ~~\$54,966~~ \$60,467 = 6% of the individual fully-funded rate

~~\$54,967-\$70,233~~ \$60,467-\$75,733 = 11% of the individual fully-funded rate

~~\$70,234-\$85,500~~ \$75,734-\$91,000 = 22% of the individual fully-funded rate

More than ~~\$85,500~~ \$91,000 = 26% of the individual fully-funded rate

For individual and one dependent coverage:

The individual coverage amount plus an additional 17% of the individual plus one fully funded rate.

For individual and family coverage:

The individual coverage amount plus an additional 13% of the family fully-funded rate.

If an individual has a written employment agreement with the city that provides for a different premium contribution, the written employment agreement provision shall govern. If an individual is subject to a collective bargaining agreement with the city that provides for a different premium contribution, the collective bargaining agreement provision shall govern.

SECTION 4. Section 3.4, Access to Group Health Insurance, of the City of Venice Personnel Procedures and Rules, 2020 edition, is hereby amended as follows:

3.4 SAFETY TRAINING

General Safety Orientation

General safety orientation will be delivered as soon as possible after commencement of employment. ~~As part of new employee orientation, employees will be given a short safety presentation by an human resources department representative and will be given a copy of the Employee Safety Manual.~~

Job-Specific Training

Due to group scheduling, general safety orientation may take place sometime after a new employee has already started work. Therefore, it is particularly important that supervisors initially train employees on how to perform assigned job tasks safely.

1. Supervisors will carefully review with each employee the specific safety policies and procedures that are applicable.
2. Supervisors will give employees verbal instructions and specific directions on how to do the work safely.
3. Supervisors will observe employees performing the work. If necessary, the supervisor will provide a demonstration using safe work practices or remedial instruction to correct training deficiencies before an employee is permitted to do the work without supervision.
4. All employees will receive safe operating instructions on seldom-used or new equipment before using the equipment.
5. Supervisors will review safe work practices with employees before permitting the performance of new, non-routine or specialized procedures.

Periodic Retraining of Employees

Employees will be retrained periodically on safety policies and procedures as required. Individual employees may be retrained at any time, including but not limited to after the occurrence of a work-related injury caused by an unsafe act or work practice and when a supervisor observes employees displaying unsafe acts, practices or behaviors.

Note – The city has access to various training resources ~~a stock of training videos available, and enjoys access to many more through its insurance carriers.~~

SECTION 5. This Resolution shall take effect immediately upon its adoption.

**APPROVED AND ADOPTED AT A REGULAR MEETING OF THE VENICE CITY COUNCIL HELD ON
THE 23RD DAY OF SEPTEMBER 2025.**

Nick Pachota, Mayor

ATTEST

Kelly Michaels, MMC, City Clerk

I, Kelly Michaels, MMC, City Clerk of the City of Venice, Florida, a municipal corporation in Sarasota County, Florida, do hereby certify that the foregoing is a full and complete, true and correct copy of a Resolution duly adopted by the City Council of said city at a meeting thereof duly convened and held on the 23rd day of September 2025, a quorum being present.

WITNESS my hand and the official seal of said City this 23rd day of September 2025.

(SEAL)

Kelly Michaels, MMC, City Clerk

Approved as to form:

Kelly Fernandez, City Attorney