



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: James Clinch, City Manager **E-SIGN:**

FROM: Alan Bullock, Director of Human Resources

DEPARTMENT: Human Resources

DATE: November 10, 2025

MEETING DATE: November 18, 2025

SUBJECT / TOPIC: Proposed Change to Police Pension Plan

BACKGROUND INFORMATION:

The City of Venice has a Police Pension Plan created under Chapter 185 of the Florida Statutes. This plan has been closed to new members for about 10 years but still has retirees from prior service as well as one remaining active member. Police Officers entering city employment within the past 10 years or so have been enrolled into the Florida Retirement System.

This amendment to the Plan was proposed by the Police Pension Board and has been reviewed and approved by the city's labor attorney. This sets up a special extra retirement benefit for police officers. It's separate from their main pension and comes from state tax money the city receives under Chapter 185. Starting October 1, 2025, any extra state tax money the city gets (after covering its required pension costs) will go into individual share accounts for eligible police employees, retirees, and certain others. Essentially, each year, if there's extra state tax money, it will be added to the share plan and then divided among eligible members, so there will be no direct cost to the city.

SUPPORTS STRATEGIC PLAN: Goal Three: Ensure a Fiscally Sound City

COUNCIL ACTION REQUESTED: For Council Adoption by Motion

Yes N/A

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| ☒ | ☐ | Document(s) Reviewed for ADA compliance (required if for agenda posting) |
| ☒ | ☐ | City Attorney Reviewed/Approval |
| ☐ | ☒ | Risk Management Review |
| ☒ | ☐ | Finance Department Review/Approval |
| | | Funds Availability (account number): |

CC: