



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: James Clinch, City Manager **E-SIGN:** ^{Roger Omenhiser}

FROM: Louis White, Acting Chief of Police ^{Capt Louis White}

DEPARTMENT: Police

DATE: 06/12/2026

MEETING DATE: 06/23/2026

SUBJECT / TOPIC: Venice Police Department Staffing Study

BACKGROUND INFORMATION:

The Venice Police Department Staffing Study evaluated current staffing levels, workload demands, organizational structure, and future service needs. The assessment found that while the Department continues to provide a high level of service and maintains strong community trust, current staffing and organizational resources are insufficient to meet existing workload demands and projected future growth. Patrol staffing was found to be below recommended levels under all staffing models reviewed, resulting in limited proactive policing capacity and increased reliance on minimum staffing levels to maintain operations.

The study also identified challenges related to supervisory capacity, investigative workload, specialized assignments, technology support, and succession planning. Detectives are managing increasingly complex cases involving fraud, cybercrime, and digital evidence, while several critical functions are dependent on a small number of personnel. Additionally, seasonal population increases, continued residential and commercial growth, and expanding service demands are placing additional pressure on existing resources.

Overall, the study concludes that the Department's high level of service is being sustained primarily through employee dedication rather than organizational capacity. Without strategic investments in staffing, supervision, and operational support, the City risks increased employee burnout, recruitment and retention challenges, and a gradual erosion of service levels. The report recommends a phased approach to staffing and organizational enhancements to maintain public safety services and support the City's long-term growth.

SUPPORTS STRATEGIC PLAN: Goal Two: Provide Efficient, Responsive Government with High Quality Services

COUNCIL ACTION REQUESTED: Presentation with Action Requested

Yes	N/A	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Document(s) Reviewed for ADA compliance (required if for agenda posting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	City Attorney Reviewed/Approval
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Risk Management Review
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Finance Department Review/Approval
		Funds Availability (account number):









MEMORANDUM

Final Audit Report

2026-06-12

Created:	2026-06-12
By:	Caroline Moriarty (CMoriarty@venicefl.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAA8ReRqPNvCZ0uuTe1budKm2eHFfiW8N9w

"MEMORANDUM" History

-  Document created by Caroline Moriarty (CMoriarty@venicefl.gov)
2026-06-12 - 5:45:43 PM GMT
-  Document emailed to Louis White (LWhite@Venicefl.gov) for signature
2026-06-12 - 5:45:46 PM GMT
-  Email viewed by Louis White (LWhite@Venicefl.gov)
2026-06-12 - 5:46:02 PM GMT
-  Document e-signed by Louis White (LWhite@Venicefl.gov)
Signature Date: 2026-06-12 - 5:46:34 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_IMAGE
-  Document emailed to Roger Omenhiser (roger.omenhiser@venicefl.gov) for signature
2026-06-12 - 5:46:35 PM GMT
-  Email viewed by Roger Omenhiser (roger.omenhiser@venicefl.gov)
2026-06-12 - 5:46:49 PM GMT
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Signature Date: 2026-06-12 - 5:50:34 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE
-  Agreement completed.
2026-06-12 - 5:50:34 PM GMT