

## **Human Resources**

Human Resources is primarily responsible for human resources, benefits, and risk management. The department also provides staffing for the City Hall information center.

Human Resources is responsible for labor relations and negotiations with the city's four bargaining units. The four bargaining units are the International Association of Fire Fighters, the Fraternal Order of Police representing Venice police officers, the Fraternal Order of Police representing sergeants and lieutenants, and the American Federation of State, County, and Municipal Employees. The department also manages the city's classification and compensation plans, recruitment for employment vacancies, and maintenance of all official personnel records as well as coordinating the development, modification, and renewal of necessary policies and procedures.

Benefits manages the insurance benefit plans and wellness programs for employees and retirees including insurance, pension, wellness, and disability coverage. This involves assisting in the design of insurance plans, communicating benefit information to employees, assisting employees with problems associated with the processing and payment of health insurance claims, oversight of the Family Medical Leave program, coordinating open enrollment and special enrollment activities, communicating health and wellness information to employees, and researching various programs and initiatives designed to reduce insurance costs for the city and employees.

Risk Management is responsible for the risk management programs that involve the identification, analysis, control, and financing of risk associated with city operations. Efforts are directed to reduce risks resulting from workers' compensation claims, liability claims, and damage expenses for buildings, inventories, vehicles, and equipment owned by the city. This includes the review of contracts, inspection of properties, and other activities to ensure the conservation of city assets.

The City Hall information center assists visitors and callers alike. This involves answering all calls and transferring callers to appropriate departments to obtain service, redirecting customers to other government agencies or community organizations, greeting, and directing visitors to appropriate departments, and providing general information and assistance. This position also affords assistance to city staff with administrative tasks including copying, faxing, filing, data entry, and other projects, and is responsible for receiving and processing shipments and deliveries to City Hall.

Goal	Objective	Performance Measure	FY 24	FY 25	FY 26
Council Strategic Goal #2: Provide Efficient, Responsive Government with High-Quality Services	Extend employee training opportunities in areas to be defined by discussions with departments	Number of employees trained	All city employees are trained in how to deal with First Amendment audits. 35 directors and supervisors trained in Artificial Intelligence (AI)	20+ employees trained in leadership. MS Office and further AI training planned. 50 employees completed driver training	Delivery of necessary training TBD based on needs analysis. Coordinate with the Police Department to provide driver training for city employees
	Resolve outstanding union grievances through settlement or arbitration in a timely manner	Time from arbitration request to the arbitration	N/A – no new arbitrations requested	N/A – no new arbitrations requested to date	Settle one complex pension-related grievance that has been pending for some time and others as they may arise
	Successfully negotiate collective bargaining agreements	New collective bargaining agreements negotiated	N/A since all union contracts are in mid-stream	All four full union contracts up for negotiation effective 10/1/2025	If four three-year agreements are reached in FY25, no action necessary
	Enhance the city's wellness program	Provide workshops and training for employees focused on preventative measures related to employee health and financial wellness	Added heart health and financial health components to the program	Added a new 'Eat Well' presentation, increased rewards for participation, increased interest in health screening	Evaluate and implement options to further enhance the city's wellness program
	Recruitment lead time excluding difficult to fill positions and relocations	Number of days from advertising to filling position	60 days average excluding difficult-to-fill positions and relocations	60 days average excluding difficult-to-fill positions and relocations	60 days average excluding difficult-to-fill positions and relocations

Goal	Objective	Performance Measure	FY 24	FY 25	FY 26
Council Strategic Goal #2: Provide Efficient, Responsive Government with High-Quality Services	Do an annual employee satisfaction survey	Distribute the survey and collate the results	Distributed and collated results by February 2024	Distributed and collated results by February 2025	Distribute and collate results by February 2026
	The HR Director will gain a better understanding of employees' perspectives by working in the field alongside employees from various departments	Duration and frequency of visits	Complete 4 hours per month (as permitted)	Complete 4 hours per month (as permitted)	Complete 4 hours per month (as permitted)
	A Benefits Representative will go to all city departments to meet with city employees	Frequency of visits	HR Representative met with city employees 4 times	HR Representative met with city employees 4 times	HR Representative will meet with city employees 4 times per year
	The HR Director will establish a minimum of one contact with each union president per month	Frequency of visits	Monthly contact	Monthly contact	Monthly contact
	Maintain a readily accessible record of exit interviews to include benefits and debriefing components as well as turnover report	Consistency in holding exit interviews, content, and accessibility of records	Maintain a readily accessible record of exit interviews to include benefits and debriefing components	Maintain a readily accessible record of exit interviews to include benefits and debriefing components	Maintain a readily accessible record of exit interviews to include benefits and debriefing components

Goal	Objective	Performance Measure	FY 24	FY 25	FY 26
Council Strategic Goal #2: Provide Efficient, Responsive Government with High-Quality Services	Leverage technology for process improvements	Increase efficiency in departmental operations	Solidified completion of NEOGOV hiring process module. Progressed implementation of NEOGOV onboarding module	Continue to leverage technology to improve and enhance departmental processes, perhaps including employee performance appraisals and general HRIS system	Work toward implementation of a new HRIS system for the city as a whole
	Succession planning	Successful continuity of departmental goals and responsibilities	Provide cross-training and redistribution of department functions to improve efficiency	Provide cross-training and redistribution of department functions to improve efficiency	Develop and maintain a central reference file to allow HR staff to cover for each other
	New employee communication	The Human Resources Director will ensure new employees are successfully acclimating to the work environment	Individually contact new employees after three months on the job to ensure all is well	Individually contact new employees after three months on the job to ensure all is well	Individually contact new employees after three months on the job to ensure all is well
	Work with Purchasing on soliciting for necessary services	Have new contracts in place as necessary	N/A No action is necessary since all contracts are in mid-stream	Plan to address contracts ending in 2025	Address agent/broker contracts for property & liability insurance and benefits

CITY OF VENICE													
HUMAN RESOURCES													
EXPENDITURES													
6 mos. = 50%													
Unaudited													
As of													
5/23/25													
001-1601													
Department 1601	Actual FY 2023	Actual FY 2024	Adopted Budget FY 2025	Amends/ Proj/Enc Rolls to FY 2025	Amended Budget FY 2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Positive (Negative) Variance	Proposed Budget FY 2026	Incr (Decr) over FY25 Orig Budget	vs. 25 Orig Bud	FY2026 Budget Comments
Exp - Insurance	667,838	871,136	1,092,723	0	1,092,723	549,838	50%	1,092,723	0	1,164,400	71,677	6.6%	
513.45-00 - INSURANCE	667,838	871,136	1,092,723	0	1,092,723	549,838	50%	1,092,723	0	1,164,400	71,677	6.6%	Citywide allocation (property & Liab)
Exp - Maintenance	0	0	0	0	0	0	0%	0	0	40,075	40,075	100.0%	
513.46-40 - REPAIR & MAINT / INFO SYS	0	0	0	0	0	0	-	0	0	40,075	40,075	100.0%	NeoGov HR Recruiting System
Exp - Miscellaneous, services and supplies	28,263	31,306	48,937	0	48,937	13,616	28%	48,937	0	92,930	43,993	89.9%	
513.40-00 - TRAVEL AND TRAINING	13,238	11,761	20,750	0	20,750	2,057	10%	20,750	0	20,750	0	0.0%	
513.41-00 - COMMUNICATIONS SERVICES	483	1,034	0	0	0	0	-	0	0	0	0	-	
513.41-40 - COMMUNICATIONS SERVICES / IS	0	0	995	0	995	363	36%	995	0	1,088	93	9.3%	Mobile Connectivity, phones
513.44-00 - RENTALS AND LEASES	3,117	8,018	8,342	0	8,342	3,120	37%	8,342	0	8,342	0	0.0%	Sharp - printing services
513.48-00 - PROMOTIONAL ACTIVITIES	7,686	8,177	15,250	0	15,250	6,448	42%	15,250	0	59,750	44,500	291.8%	Presidents Awards & Loyalty Program
513.51-00 - OFFICE SUPPLIES	2,552	1,529	2,500	0	2,500	887	35%	2,500	0	2,000	(500)	-20.0%	
513.54-00 - BOOKS, PUB, SUB, MEMBERSP	1,187	787	1,100	0	1,100	741	67%	1,100	0	1,000	(100)	-9.1%	
Exp - Professional Services	91,756	95,082	132,074	0	132,074	66,610	50%	132,074	0	95,000	(37,074)	-28.1%	
513.31-00 - PROFESSIONAL SERVICES	49,006	64,499	82,074	0	82,074	59,351	72%	82,074	0	45,000	(37,074)	-45.2%	Recruitment software (FY25) & services, Employee 457 plan consultant
513.31-03 - PROFESSIONAL SERVICES / LEGAL	42,750	30,583	50,000	0	50,000	7,259	15%	50,000	0	50,000	0	0.0%	This is: Union negotiations

# HUMAN RESOURCES

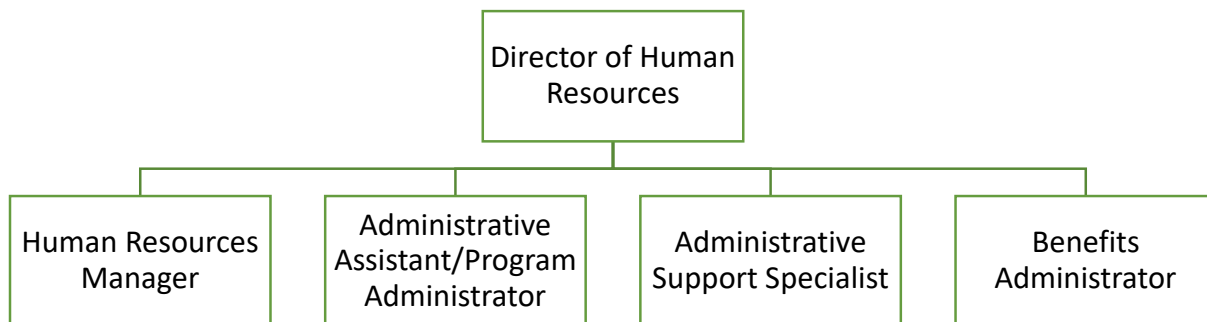
## STAFFING

CLASSIFICATION	Actual FY 2023	Actual FY 2024	Amended Budget FY 2025	Proposed Budget FY 2026
Director of Human Resources *	1.0	1.0	1.0	1.0
Administrative Support Specialist	1.0	1.0	1.0	1.0
Admin Assistant/Program Admin **	1.0	1.0	1.0	1.0
Human Resources Manager	1.0	1.0	1.0	1.0
Benefits Administrator ***	1.0	1.0	1.0	1.0
<b>Total Department Staff</b>	<b>5.0</b>	<b>5.0</b>	<b>5.0</b>	<b>5.0</b>

\* Position is split 65% General Fund, 5% Group Life & Health Fund, 15% Workers Comp Fund, & 15% Property & Liability Insurance Fund

\*\* Position is split 25% General Fund, 45% Workers Comp Fund, & 30% Property & Liability Insurance Fund.

\*\*\* Position is 100% Group Life & Health Fund.



CITY OF VENICE														
GROUP LIFE & HEALTH INSURANCE INTERNAL SVC FUND #501														
REVENUES & EXPENSES														
6 mos.														
= 50%														
Fund 501														
As of 4/11/2025														
GROUP LIFE & HEALTH INSURANCE FUND 501 - 0421	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY25 Expected	Pct Incr (Decr)	FY2026 Budget Comments
Total Revenues	8,790,305	9,212,774	9,464,083	0	9,464,083	5,217,929	55%	9,464,083	0	10,032,423		568,340	6.0%	
Rev - Miscellaneous, Other	2,622,837	3,007,686	2,847,725	0	2,847,725	1,644,945	58%	2,847,725	0	3,026,546		178,821	6.3%	
369.90-00 - MISCELLANEOUS REVENUE	362,306	654,329	425,000	0	425,000	435,861	103%	425,000	0	470,000		45,000	10.6%	Includes: Rx rebates; wellness
369.91-05 - HEALTH INS-RETIREES, ETC	602,066	537,803	550,000	0	550,000	271,011	49%	550,000	0	589,000		39,000	7.1%	Attrition
369.91-08 - EMP CONTRB- DENTAL	255,062	261,554	283,142	0	283,142	129,688	46%	283,142	0	280,898		(2,244)	-0.8%	Match costs below
369.91-09 - EMP CONTRB- HEALTH	1,094	0	0	0	0	0	-	0	0	0		0	-	
369.91-10 - EMP CONTRB- VISION	34,854	35,214	35,131	0	35,131	18,228	52%	35,131	0	36,958		1,827	5.2%	Match costs below
369.91-12 - EMP CONTRB- SUPP LIFE	70,704	79,719	82,926	0	82,926	42,186	51%	82,926	0	88,535		5,609	6.8%	Match costs below
369.91-13 - EMP CONTRB- LTD BUY-UP	17,983	18,148	19,006	0	19,006	9,278	49%	19,006	0	18,775		(231)	-1.2%	Match costs below
369.91-14 - EMPLOYEE HEALTH	211,595	218,241	218,900	0	218,900	111,388	51%	218,900	0	232,580		13,680	6.2%	EE Rate up 4.4%
369.91-15 - EMP PLUS ONE HEALTH	306,235	344,661	359,720	0	359,720	179,039	50%	359,720	0	373,800		14,080	3.9%	EE Rate up 4.4%
369.91-16 - FAMILY HEALTH	760,938	858,017	873,900	0	873,900	448,266	51%	873,900	0	936,000		62,100	7.1%	EE Rate up 4.4%
Rev - Interest	396,402	528,973	224,300	0	224,300	224,186	100%	224,300	0	224,800		500	0.2%	
361.10-00 - INTEREST ON INVESTMENTS	396,402	528,973	224,300	0	224,300	224,186	100%	224,300	0	224,800		500	0.2%	yields, est 3.25%
Rev - Interfund Charges	5,771,066	5,676,115	6,392,058	0	6,392,058	3,348,798	52%	6,392,058	0	6,781,077		389,019	6.1%	
395.10-00 - DEPARTMENTAL CHARGES	5,771,066	5,676,115	6,392,058	0	6,392,058	3,348,798	52%	6,392,058	0	6,781,077		389,019	6.1%	Balance account
	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY24 Orig Bud	Pct Incr (Decr)	FY2026 Budget Comments
Total Expenses	8,298,321	8,809,614	9,864,083	0	9,864,083	2,821,551	29%	9,864,083	0	10,432,424		568,341	5.8%	
Exp - Claims	6,181,605	6,441,378	7,110,180	0	7,110,180	1,648,326	23%	7,110,180	0	7,679,789		569,609	8.0%	
595.23-01 - MEDICAL CLAIMS	6,146,139	6,407,573	7,072,981	0	7,072,981	1,638,549	23%	7,072,981	0	7,629,234		556,253	7.9%	Trend @ 7.9% increase, reduced # of high claimants
595.23-11 - EAP CLAIMS	5,922	5,922	7,199	0	7,199	4,386	61%	7,199	0	10,555		3,356	46.6%	
595.23-24 - WELLNESS PLAN	29,544	27,883	30,000	0	30,000	5,391	18%	30,000	0	40,000		10,000	33.3%	

CITY OF VENICE														
GROUP LIFE & HEALTH INSURANCE INTERNAL SVC FUND #501														
REVENUES & EXPENSES														
6 mos.														
= 50%														
Fund 501														
As of 4/11/2025														
GROUP LIFE & HEALTH INSURANCE FUND 501 - 0421	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY25 Expected	Pct Incr (Decr)	FY2026 Budget Comments
Exp - Insurance	1,587,200	1,820,959	2,190,399	0	2,190,399	906,884	41%	2,190,399	0	2,237,594		47,195	2.2%	
595.45-00 - INSURANCE	1,099,662	1,316,293	1,654,222	0	1,654,222	649,846	39%	1,654,222	0	1,696,908		42,686	2.6%	Rates increased. This is: Stop-Loss & Medicare
595.45-03 - DENTAL	253,604	261,719	283,142	0	283,142	130,170	46%	283,142	0	280,898		(2,244)	-0.8%	Rate stayed flat + FTEs
595.45-04 - VISION	35,201	35,607	35,131	0	35,131	18,334	52%	35,131	0	36,958		1,827	5.2%	Rate stayed flat + FTEs
595.45-05 - LIFE & AD&D	49,252	51,304	55,213	0	55,213	26,873	49%	55,213	0	54,387		(826)	-1.5%	Rate incr. 4% + FTEs
595.45-06 - SUPPLEMENTAL LIFE	70,513	80,428	82,926	0	82,926	42,190	51%	82,926	0	88,535		5,609	6.8%	Rate incr. 4% + FTEs
595.45-07 - LTD BUY-UP	18,011	18,118	19,006	0	19,006	9,289	49%	19,006	0	18,775		(231)	-1.2%	Rate stayed flat + FTEs
595.45-08 - EMPLOYER LIFE	60,957	57,490	60,759	0	60,759	30,182	50%	60,759	0	61,133		374	0.6%	Rate stayed flat + FTEs
Exp - Professional Services	411,477	411,248	419,327	0	419,327	197,299	47%	419,327	0	359,174		(60,153)	-14.3%	
595.31-00 - PROFESSIONAL SERVICES	411,477	411,248	419,327	0	419,327	197,299	47%	419,327	0	359,174		(60,153)	-14.3%	Admin fee decreased \$15.00 per employee
Exp - Salaries and Wages	113,039	121,029	129,177	0	129,177	61,542	48%	129,177	0	140,867		11,690	9.0%	
595.12-00 - REGULAR SALARIES & WAGES	80,664	86,947	91,696	0	91,696	43,454	47%	91,696	0	100,780		9,084	9.9%	
595.14-00 - OVERTIME	3	42	0	0	0	97	-	0	0	0		0	-	
595.15-00 - SPECIAL PAY	243	243	0	0	0	96	-	0	0	0		0	-	
595.21-00 - FICA	5,457	5,936	7,014	0	7,014	2,994	43%	7,014	0	7,710		696	9.9%	Statutory 7.65%
595.22-00 - RETIREMENT CONTRIBUTIONS	10,006	11,853	12,544	0	12,544	5,949	47%	12,544	0	14,240		1,696	13.5%	FRS fm 13.68% to 14.13%
595.23-00 - LIFE & HEALTH INSURANCE	16,538	15,876	17,831	0	17,831	8,910	50%	17,831	0	18,053		222	1.2%	Citywide allocation
595.24-00 - WORKERS COMPENSATION	128	132	92	0	92	42	46%	92	0	84		(8)	-8.7%	Citywide allocation
Exp - Transfer Out	5,000	15,000	15,000	0	15,000	7,500	50%	15,000	0	15,000		0	0.0%	
501-9902-581.91-00 - TRANSFER TO FLEX SPEND	5,000	15,000	15,000	0	15,000	7,500	50%	15,000	0	15,000		0	0.0%	
Total Fund Analysis														
Revenues (Above)	8,790,305	9,212,774	9,464,083	0	9,464,083			9,464,083		10,032,423		Change		
Expenses (Above)	(8,298,321)	(8,809,614)	(9,864,083)	0	(9,864,083)			(9,864,083) B		(10,432,424) B		6%		
Net Revenues	491,984	403,160	(400,000)	0	(400,000)			(400,000)		(400,001)				
Beginning Net Assets *	6,703,246	7,195,230	7,091,920					7,598,390		7,198,390				
Ending Net Assets *	7,195,230	7,598,390	6,691,920					7,198,390 A		6,798,389 A				
* Net Assets equals unrestricted/total net position for this Fund.														



CITY OF VENICE						6 mos.		Fund 501						
GROUP LIFE & HEALTH INSURANCE INTERNAL SVC FUND #501						= 50%		As of 4/11/2025						
REVENUES & EXPENSES														
GROUP LIFE & HEALTH INSURANCE FUND 501 - 0421	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY25 Expected	Pct Incr (Decr)	FY2026 Budget Comments
Target Analysis - Net Assets as a % of Annual Exp.														
	FY2022 Actuals	FY2022 Actuals	Adopted Budget FY 2023					Expected FY2023		Proposed Budget FY 2024				
Projected Ending Net Assets	7,195,230	7,598,390	6,691,920	A				7,198,390	A	6,798,389		A		
Annual Expenditures	8,298,321	8,809,614	9,864,083	B				9,864,083	B	10,432,424		B		
Percent	87%	86%	68%					73%		65%				
Target **	2,074,580	2,202,404	2,466,021					2,466,021		2,608,106				
Excess (Shortage)	5,120,650	5,395,987	4,225,899					4,732,369		4,190,283				
** Target in this fund is 3 months operating expenses.														

4/11/2025

CITY OF VENICE

WORKERS COMPENSATION SELF-INS FUND #502

REVENUES & EXPENSES

6 mos.

= 50%

Fund 502

As of 4/11/2025

WORKERS' COMPENSTATION SELF-INSURANCE FUND 502 - 0421	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY25 Expected	Pct Incr (Decr)	FY2026 Budget Comments
Exp - Salaries and Wages	63,015	66,293	71,349	0	71,349	34,104	48%	71,349	0	77,776		6,427	9.0%	
595.12-00 - REGULAR SALARIES & WAGES	44,412	47,307	50,370	0	50,370	23,755	47%	50,370	0	55,360		4,990	10%	
595.14-00 - OVERTIME	10	127	0	0	0	290	-	0	0	0		0	-	
595.15-00 - SPECIAL PAY	431	0	0	0	0	0	-	0	0	0		0	-	
595.21-00 - FICA	3,147	3,281	3,853	0	3,853	1,670	43%	3,853	0	4,235		382	10%	Statutory 7.65%
595.22-00 - RETIREMENT CONTRIBUTIONS	5,501	6,446	6,891	0	6,891	3,277	48%	6,891	0	7,823		932	14%	FRS fm 13.68% to 14.13%
595.23-00 - LIFE & HEALTH INSURANCE	9,450	9,072	10,189	0	10,189	5,094	50%	10,189	0	10,316		127	1%	Citywide allocation
595.24-00 - WORKERS COMPENSATION	64	60	46	0	46	18	39%	46	0	42		(4)	-9%	Citywide allocation

Total Fund Analysis

Revenues (Above)	788,021	796,477	525,174	0	525,174	507,574	504,438	Change -5.0%
Expenses (Above)	(442,672)	(254,715)	(741,474)	0	(741,474)	(741,474) B	(704,438) B	
Net Revenues	345,349	541,762	(216,300)	0	(216,300)	(233,900)	(200,000)	
Beginning Net Assets *	556,685	902,034	939,734			1,443,796	1,209,896	
Ending Net Assets *	902,034	1,443,796	723,434			1,209,896 A	1,009,896 A	

\* Net Assets equals unrestricted/total net position for this Fund.

Target Analysis - Net Assets as a % of Annual Exp.

	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025		Expected FY 2025	Proposed Budget FY 2026
Projected Ending Net Assets	902,034	1,443,796	723,434		1,209,896 A	1,009,896 A
Annual Expenditures	442,672	254,715	741,474		741,474 B	704,438 B
Percent	204%	567%	98%		163%	143%
Target **	110,668	63,679	185,369		185,369	176,109
Excess (Shortage)	791,366	1,380,117	538,066		1,024,528	833,787

\*\* Target in this fund is 3 months operating expenses.

CITY OF VENICE													
EMPLOYEE FLEXIBLE SPENDING INTERNAL SERVICE FUND #503													
REVENUES & EXPENSES													

CITY OF VENICE														
PROPERTY & LIABILITY INSURANCE INTERNAL SERVICE FUND #504														
REVENUES & EXPENSES														
6 mos. = 50%														
Fund 504														
As of 4/11/2025														
PROPERTY & LIABILITY INSURANCE FUND 504 - 0422	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY25 Expected	Pct Incr (Decr)	FY2026 Budget Comments
Total Revenues	1,550,849	1,982,016	2,454,263	0	2,454,263	1,259,633	51%	2,454,263	0	2,683,638		229,375	9.3%	
Rev - Interfund Charges	1,364,052	1,824,053	2,368,063	0	2,368,063	1,183,998	50%	2,368,063	0	2,605,638		237,575	10.0%	
396.10-00 - DEPARTMENTAL CHARGES	1,364,052	1,824,053	2,368,063	0	2,368,063	1,183,998	50%	2,368,063	0	2,605,638		237,575	10.0%	Property, drone, general liability
Rev - Interest	43,980	49,455	36,200	0	36,200	16,417	45%	36,200	0	28,000		(8,200)	-22.7%	
361.10-00 - INTEREST ON INVESTMENTS	43,980	49,455	36,200	0	36,200	16,417	45%	36,200	0	28,000		(8,200)	-22.7%	yields, est 3.25%
Rev - Miscellaneous, Other	142,817	108,508	50,000	0	50,000	59,218	118%	50,000	0	50,000		0	0.0%	
369.30-00 - MISC REVENUE/INSURANCE SETTL	0	61,990	0	0	0	21,533	-	0	0	0		0	-	
369.90-00 - MISCELLANEOUS REVENUE	142,817	46,518	50,000	0	50,000	37,685	75%	50,000	0	50,000		0	0.0%	

CITY OF VENICE

PROPERTY & LIABILITY INSURANCE INTERNAL SERVICE FUND #504

REVENUES & EXPENSES

6 mos.  
= 50%

Fund 504

As of 4/11/2025

PROPERTY & LIABILITY INSURANCE FUND 504 - 0422	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Net Positive (Negative) Variance	Proposed Budget FY 2026		Incr (Decr) over FY25 Expected	Pct Incr (Decr)	FY2026 Budget Comments
Total Fund Analysis														
Revenues (Above)	1,550,849	1,982,016	2,454,263	0	2,454,263			2,454,263		2,683,638		Change		
Expenses (Above)	(1,499,185)	(2,184,977)	(2,504,263)	0	(2,504,263)			(2,504,263) B		(2,733,639) B		9.2%		
Net Revenues	51,664	(202,961)	(50,000)	0	(50,000)			(50,000)		(50,001)				
Beginning Net Assets *	1,062,664	1,114,328	1,114,799					911,367		861,367				
Ending Net Assets *	1,114,328	911,367	1,064,799					861,367 A		811,366 A				
* Net Assets equals unrestricted/total net position for this Fund.														
Target Analysis - Net Assets as a % of Annual Exp.														
	FY2023 Actuals	FY2024 Actuals	Adopted Budget FY 2025					Expected FY 2025		Proposed Budget FY 2026				
Projected Ending Net Assets	1,114,328	911,367	1,064,799					861,367 A		811,366 A				
Annual Expenditures	1,499,185	2,184,977	2,504,263					2,504,263 B		2,733,639 B				
Percent	74%	42%	43%					34%		30%				
Target **	374,796	546,244	626,066					626,066		683,410				
Excess (Shortage)	739,532	365,123	438,733					235,301		127,956				
** Target in this fund is 3 months operating expenses.														