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
	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
Council Strategic Goal #2: Provide Efficient, Responsive	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
Government with High- Quality Services	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
	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
Council	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)
Strategic Goal #2: Provide Efficient, Responsive Government with High-	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
Quality Services	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
	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
Council Strategic Goal #2: Provide Efficient, Responsive	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
Government with High- Quality Services	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
 001-1601

 HUMAN RESOURCES
 6 mos. = 50%
 As of
 5/23/25

 EXPENDITURES
 Amends/
 Image: Company of the company of the

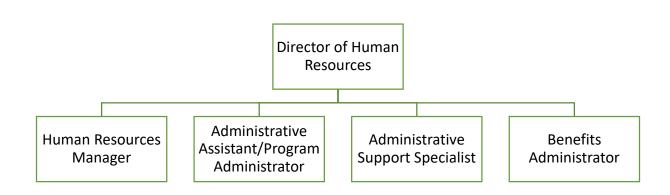
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Department 1601	Actual FY 2023	Actual FY 2024	Adopted Budget FY 2025	Amends/ Proj/Enc Rolls to FY 2025	Amended Budget FY 2025	YTD Thru 03/31/25	% YTD FY25	Expected FY 2025	Positive (Negative) Variance	Proposed Budget FY 2026	Incr (Decr) over FY25 Orig 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)
							201			40.0==	40.0==	100.00/	
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 consula
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
Total Department Staff	5.0	5.0	5.0	5.0

^{*} 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 INTER	DNAL SVC ELLI	ND #E01				6 mos.							Fund 501
REVENUES & EXPENSES	MAL SVC FUI	ND #301				= 50%							
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	As of Pct Incr (Decr)	4/11/2025 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
						•			•	'			
			Adopted	Amendmts/	Amended				Net Positive	Proposed	Incr (Decr)		
	FY2023	FY2024	Budget	Encumbr/	Budget	YTD Thru	% YTD	Expected	(Negative)	Budget	over FY24	Pct Incr	
	Actuals	Actuals	FY 2025	Project Roll	FY2025	03/31/25	FY25	FY 2025	Variance	FY 2026	Orig Bud	(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													Fund 501
GROUP LIFE & HEALTH INSURANCE INTER	RNAL SVC FU	ND #501				6 mos.							i uliu 301
REVENUES & EXPENSES						= 50%						As of	4/11/2025
GROUP LIFE & HEALTH INSURANCE FUND			Adopted	Amendmts/	Amended				Net Positive	Proposed	Incr (Decr)		
501 - 0421	FY2023	FY2024	Budget	Encumbr/	Budget	YTD Thru	% YTD	Expected	(Negative)	Budget	over FY25	Pct Incr	
301 - 0421	Actuals	Actuals	FY 2025	Project Roll	FY2025	03/31/25	FY25	FY 2025	Variance	FY 2026	Expected	(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)		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	1	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		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		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		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													
Total Fund Analysis	9 700 205	0.212.774	0.464.003	0	0.464.003			0.464.003		10.022.422	Chanas		
Revenues (Above)	8,790,305	9,212,774	9,464,083	0	9,464,083			9,464,083	D	10,032,423	Change	-	
Expenses (Above)		(8,809,614)	(9,864,083)	0	(9,864,083)			(9,864,083)	R	(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 *			6,691,920				-	7,198,390	Α	6,798,389 A			
* Net Assets equals unrestricted/total net pos	sition for this I	und.					-						

CITY OF VENICE													Fund FO1
GROUP LIFE & HEALTH INSURANCE INTER	NAL SVC FUN	ND #501				6 mos.							Fund 501
REVENUES & EXPENSES						= 50%						As o	f 4/11/2025
GROUP LIFE & HEALTH INSURANCE FUND			Adopted	Amendmts/	Amended				Net Positive	Proposed	Incr (Decr)		
501 - 0421	FY2023	FY2024	Budget	Encumbr/	Budget	YTD Thru	% YTD	Expected	(Negative)	Budget	over FY25	Pct Incr	
501 - 0421	Actuals	Actuals	FY 2025	Project Roll	FY2025	03/31/25	FY25	FY 2025	Variance	FY 2026	Expected	(Decr)	FY2026 Budget Comments
Target Analysis - Net Assets as a % of Annua	ıl Exp.												
			Adopted							Proposed			
	FY2022	FY2022	Budget					Expected		Budget			
	Actuals	Actuals	FY 2023				_	FY2023		FY 2024			
Projected Ending Net Assets	7,195,230	7,598,390	6,691,920	Α				7,198,390	Α	6,798,389 A			
Annual Expenditures	8,298,321	8,809,614	9,864,083	В				9,864,083	В	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 ex	xpenses.												

CITY OF VENICE **Fund 502** WORKERS COMPENSATION SELF-INS FUND #502 6 mos. **REVENUES & EXPENSES** = 50% As of 4/11/2025 Adopted Amendmts/ Amended Net Positive **Proposed** Incr (Decr) WORKERS' COMPENSTATION SELF-FY2023 FY2024 Budget Encumbr/ **Budget** YTD Thru % YTD Expected (Negative) Budget over FY25 Pct Incr FY 2025 FY 2026 **INSURANCE FUND 502 - 0421** Actuals Actuals FY 2025 Project Roll FY2025 03/31/25 FY25 Variance Expected (Decr) **FY2026 Budget Comments** 60% **Total Revenues** 788,021 796,477 525,174 0 525,174 312,902 507,574 (17,600)504,438 (3,136)-0.6% 671,717 659,413 444,674 444,674 244,302 55% 427,074 (17,600) (5,836) -1.4% Rev - Interfund Charges 0 421,238 244,302 55% 395.10-00 - DEPARTMENTAL CHARGES 671,717 659,413 444,674 444,674 427,074 (17,600 421,238 (5,836)-19 Rev - Interest 69,373 106,660 53,400 0 53,400 46,841 88% 53,400 0 55,200 1,800 3.4% 361.10-00 - INTEREST ON INVESTMENTS 69,373 106,660 53,400 0 53,400 46,841 88% 53,400 0 55,200 1,800 3% yields, est 3.25% 0 80% 0 Rev - Miscellaneous, Other 46.931 30,404 27,100 27,100 21,759 27,100 28,000 900 3.3% 369.00-00 - OTHER MISCELLANEOUS REV 46.931 30.404 27.100 0 27.100 21.759 80% 27.100 0 28.000 900 3% Amendmts/ Incr (Decr) Adopted Amended Net Positive Proposed FY2023 FY2024 YTD Thru **Budget** Encumbr/ % YTD (Negative) **Budget** over FY24 Budget Expected Pct Incr Actuals Actuals FY 2025 **Project Roll** FY2025 03/31/25 FY25 FY 2025 Variance FY 2026 **Orig Bud** (Decr) **FY2026 Budget Comments** Total Expenses 442,672 254,715 741,474 741,474 296,569 40% 741,474 704,438 (37,036)0 -5.0% 0 30% 0 Exp - Claims 195.555 (10.932)453,330 453,330 136.877 453,330 445,050 (8,280) -1.8% 595.23-03 - WORKERS COMP CLAIMS 195,555 (10.932)453,330 453,330 129,449 29% 453.330 0 445.050 (8,280 This is: actuary 75% conf + 3.5% 595.23-25 - LIGHT DUTY 7.428 0

Exp - Insurance

595.45-00 - INSURANCE

Exp - Professional Services

595.31-00 - PROFESSIONAL SERVICES

149,728

149,728

34,374

34,374

172.914

172,914

26,440

26,440

175.795

175,795

41,000

41.000

0

0

0

175.795

175,795

41,000

41,000

107,340

107,340

18,248

18.248

61%

61%

45%

45%

175,795

175,795

41,000

41,000

0

0

0

140.612

140,612

41,000

41,000

-20.0%

-20%

0.0%

0%

WC excess decreased

(35,183)

(35,183)

CITY OF VENICE													
WORKERS COMPENSATION SELF-INS FU	ND #502					6 mos.							Fund 502
REVENUES & EXPENSES						= 50%						As of	4/11/2025
WORKERS' COMPENSTATION SELF- INSURANCE FUND 502 - 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 - 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) Expenses (Above) Net Revenues Beginning Net Assets * Ending Net Assets *	788,021 (442,672) 345,349 556,685 902,034	796,477 (254,715) 541,762 902,034 1,443,796	525,174 (741,474) (216,300) 939,734 723,434	0 0	525,174 (741,474) (216,300)			507,574 (741,474) (233,900) 1,443,796 1,209,896		504,438 (704,438) (200,000) 1,209,896 1,009,896	<u>Change</u> B -5.0%	-	
* Net Assets equals unrestricted/total net po	osition for this	s 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	Α	1,009,896	4		
Annual Expenditures	442,672	254,715	741,474					741,474	_	704,438 E	В		
Percent	204%	567%	98%					163%		143%			
Target **	110,668	63,679	185,369					185,369		176,109			

CITY OF VENICE													
EMPLOYEE FLEXIBLE SPENDING INTERNAL SER	VICE FUND	#503				6 mos.							Fund 503
REVENUES & EXPENSES						= 50%						As of	4/11/2025
EMPLOYEE FLEXIBLE SPENDING FUND 503	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
Total Revenues	129,855	167,158	162,000	0	162,000	90,168	56%	162,000	0	175,000	13,000	8.0%	
Rev - Miscellaneous, Other	124,855	152,158	147,000	0	147,000	82,668	56%	147,000	0	160,000	13,000	8.8%	
366.01-00 - EMPLOYEE CONTRIBUTIONS	124,855	152,158	147,000	0	147,000	82,668	56%	147,000	0	160,000	13,000	8.8%	Est rev +/- exp.
Rev - Transfers In	5,000	15,000	15,000	0	15,000	7,500	50%	15,000	0	15,000	0	0.0%	
381.51-00 - TRANSFER IN FM GROUP HEALTH	5,000	15,000	15,000	0	15,000	7,500	50%	15,000	0	15,000	0	0.0%	
	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 FY24 Orig Bud	Pct Incr (Decr)	FY2026 Budget Comments
Total Expenses 0403	128,513	161,974	166,650	0	166,650	89,634	54%	166,650	0	173,228	6,578	4%	
Exp - Miscellaneous, services and supplies	125,515	159,008	163,000	0	163,000	87,955	54%	163,000	0	169,246	6,246	4%	
513.23-02 - LIFE AND HEALTH INSURANCE / CLAIMS	125,515	159,008	163,000	0	163,000	87,955	54%	163,000	0	169,246	6,246	4%	
Exp - Professional Services	2,998	2,966	3,650	0	3,650	1,679	46%	3,650	0	3,982	332	9%	
513.31-00 - PROFESSIONAL SERVICES	2,998	2,966	3,650	0	3,650	1,679	46%	3,650	0	3,982	332		This is: Plan costs
313.31-00 -1 NOI EGGIONAL GENVICES	2,330	2,300	3,030	U	3,030	1,073	40 /0	3,030	0	3,302	332	370	11113 13. 1 1011 00313
Total Fund Analysis Revenues (Above) Expenses (Above) Net Revenues	129,855 (128,513) 1,342	167,158 (161,974) 5,184	162,000 (166,650) (4,650)	0 0	162,000 (166,650) (4,650)	90,168 (89,634) 534		162,000 (166,650) (4,650)		175,000 (173,228) 1,772	Change 4%	-	
			(4,030)	U	(4,030)	334							
Beginning Net Assets *	23,213	24,555	25,955					29,739		25,089			
Ending Net Assets *	24,555	29,739	21,305	:			:	25,089	A	26,861			
* Net Assets equals unrestricted/total net position	for this Fund	l											
Target Analysis - Net Assets vs. Target			Adopted							Proposed			
	FY2023	FY2024	Budget					Expected		Budget			
	Actuals	Actuals	FY 2025					FY 2025		FY 2026			
Ending Net Assets	24,555	29,739	21,305					25,089	Α	26,861			
Target **	5,000	5,000	5,000					5,000		5,000			
Excess (Shortage)	19,555	24,739	16,305					20,089		21,861			
** Target in this fund is \$5,000.													

CITY OF VENICE													
PROPERTY & LIABILITY INSURANCE INTERN	IAL SERVICE F	FUND #504				6 mos.							Fund 504
REVENUES & EXPENSES						= 50%						As of	4/11/2025
PROPERTY & LIABILITY INSURANCE FUND	FY2023	FY2024	Adopted Budget	Amendmts/ Encumbr/	Amended Budget	YTD Thru	% YTD	Expected	Net Positive (Negative)	Proposed Budget	Incr (Decr) over FY25	Pct Incr	7, 22, 222
504 - 0422	Actuals	Actuals	FY 2025	Project Roll	FY2025	03/31/25	FY25	FY 2025	Variance	FY 2026	Expected	(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%	
				•	•			•	•				
	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 FY24 Orig Bud	Pct Incr (Decr)	FY2026 Budget Comments
Total Expenses 0422	1,499,185	2,184,977	2,504,263	0	2,504,263	1,527,265	61%	2,504,263	0	2,733,639	229,376	9.2%	
Exp - Insurance	1,396,230	2,112,079	2,409,821	0	2,409,821	1,484,167	62%	2,409,821	0	2,631,874	222,053	9.2%	
596.45-00 - INSURANCE	1,109,790	1,830,543	2,109,821	0	2,109,821	1,417,226	67%	2,109,821	0	2,331,874	222,053	10.5%	Property Insurance Rate Increase
596.45-99 - INSURANCE / CLAIMS	286,440	281,536	300,000	0	300,000	66,941	22%	300,000	0	300,000	0	0.0%	b/c of FY22 and YTD
Exp - Professional Services	51,518	18,592	36,225	0	36,225	15,234	42%	36,225	0	38,246	2,021	5.6%	
596.31-00 - PROFESSIONAL SERVICES	51,518	18,592	36,225	0	36,225	7,677	21%	36,225	0	38,246	2,021	5.6%	
596.31-03 - PROFESSIONAL SERVICES / LEGAL	0	0	0	0	0	7,557	-	0	0	0	0	-	
Exp - Salaries and Wages	51,437	54,306	58,217	0	58,217	27,864	48%	58,217	0	63,519	5,302	9.1%	
596.12-00 - REGULAR SALARIES & WAGES	36,701	39,228	41,646	0	41,646	19,615	47%	41,646	0	45,771	4,125	9.9%	
596.14-00 - OVERTIME	10		0	0	0	290	-	0	0	0	0	-	
596.15-00 - SPECIAL PAY	427	0	0	0	0	0	-	0	0	0	0		
596.21-00 - FICA	2,603	2,733	3,186	0	3,186	1,388	44%	3,186	0	3,501	315		Statutory 7.65%
596.22-00 - RETIREMENT CONTRIBUTIONS	4,547	5,348	5,697	0	5,697	2,713	48%	5,697	0	6,468	771	13.5%	FRS fm 13.68% to 14.13%
596.23-00 - LIFE & HEALTH INSURANCE	7,082	6,804	7,642	0	7,642	3,816	50%	7,642		7,737	95		Citywide allocation
596.24-00 - WORKERS COMPENSATION	67	66	46	0	46	42	91%	46	0	42	(4)	-8.7%	Citywide allocation

L SERVICE F	UND #504											
					6 mos.							Fund 504
					= 50%						As of	4/11/2025
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
l												
			0									
(1,499,185)	(2,184,977)	(2,504,263)	0	(2,504,263)			(2,504,263)	В	(2,733,639) B	9.2%		
51,664	(202,961)	(50,000)	0	(50,000)			(50,000)		(50,001)			
1,062,664	1,114,328	1,114,799					911,367		861,367			
1,114,328	911,367	1,064,799					861,367	Α	811,366 A			
n for this Fun	d.											
		Adopted							Proposed			
FY2023	FY2024	Budget					Expected		Budget			
Actuals	Actuals	FY 2025					FY 2025		FY 2026			
1,114,328	911,367	1,064,799					861,367	Α	811,366 A			
1,499,185	2,184,977	2,504,263					2,504,263	В	2,733,639 B			
74%	42%	43%					34%		30%			
374,796	546,244	626,066					626,066		683,410			
739,532	365,123	438,733					235,301		127,956			
r	1,550,849 (1,499,185) 51,664 1,062,664 1,114,328 n for this Fun FY2023 Actuals 1,114,328 1,499,185 74% 374,796 739,532	1,550,849 1,982,016 (1,499,185) (2,184,977) 51,664 (202,961) 1,062,664 1,114,328 1,114,328 911,367 n for this Fund. FY2023 FY2024 Actuals 1,114,328 911,367 1,499,185 2,184,977 74% 42% 374,796 546,244 739,532 365,123	FY2023 FY2024 Budget FY 2025 1,550,849 1,982,016 2,454,263 (1,499,185) (2,184,977) (2,504,263) 51,664 (202,961) (50,000) 1,062,664 1,114,328 1,114,799 1,114,328 911,367 1,064,799 In for this Fund. FY2023 FY2024 Budget Actuals Actuals FY 2025 1,114,328 911,367 1,064,799 1,499,185 2,184,977 2,504,263 74% 42% 43% 374,796 546,244 626,066	FY2023 FY2024 Budget FY 2025 Project Roll 1,550,849 1,982,016 2,454,263 0 (1,499,185) (2,184,977) (2,504,263) 0 51,664 (202,961) (50,000) 0 1,062,664 1,114,328 1,114,799 1,114,328 911,367 1,064,799 n for this Fund. Adopted Budget FY2023 FY2024 Budget FY2023 FY2024 Budget FY2025 1,114,328 911,367 1,064,799 1,499,185 2,184,977 2,504,263 74% 42% 43% 374,796 546,244 626,066 739,532 365,123 438,733	FY2023	FY2023 FY2024 Actuals FY 2025 Project Roll FY2025 03/31/25 1,550,849 1,982,016 2,454,263 0 2,454,263 (1,499,185) (2,184,977) (2,504,263) 0 (2,504,263) 51,664 (202,961) (50,000) 0 (50,000) 1,062,664 1,114,328 1,114,799 1,114,328 911,367 1,064,799 In for this Fund. Adopted FY2023 FY2024 Budget Actuals Actuals FY 2025 1,114,328 911,367 1,064,799 1,499,185 2,184,977 2,504,263 74% 42% 43% 374,796 546,244 626,066 739,532 365,123 438,733	FY2023 FY2024 Budget FY2025 Project Roll FY2025 03/31/25 FY25 1,550,849 1,982,016 2,454,263 0 2,454,263 (1,499,185) (2,184,977) (2,504,263) 0 (2,504,263) 51,664 (202,961) (50,000) 0 (50,000) 1,062,664 1,114,328 1,114,799 1,114,328 911,367 1,064,799 1n for this Fund. Adopted FY2023 FY2024 Budget Actuals Actuals FY 2025 1,114,328 911,367 1,064,799 1,499,185 2,184,977 2,504,263 74% 42% 43% 374,796 546,244 626,066 739,532 365,123 438,733	FY2023	FY2023	FY2023	FY2023	FY2023