

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 involves 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 provides assistance for 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	FY20	FY 21	FY 22
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	16 employees attended 30 Microsoft Office onsite training classes	Training provided included Harassment, Appraisals, FMLA / COVID, Discipline, Union Contracts, Records Management, Leadership Bootcamp, True Colors, and Discrimination	Deliver necessary training based on department training needs
	Resolve outstanding union grievances through arbitration in a timely manner	Time from arbitration request to arbitration	0 arbitrations requested	0 arbitrations requested	Continue with 0 arbitrations requested
	Successfully negotiate collective bargaining agreements	New collective bargaining agreements negotiated	2 contracts negotiated	1 contract negotiated (IAFF Wage Article only)	4 negotiations scheduled
	Enhance the city's wellness program	Provide workshops and training for employees focused on preventative measures related to employee health and financial wellness	In response to employee feedback, replaced Florida Blue program with in-house simplified user-friendly program	Introduced and added virtual options due to COVID-19 restrictions	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	75 days average due to difficult to fill positions and three relocations	55 days average excluding difficult to fill positions and relocations (exceeded 60-day goal)	60 days average excluding difficult to fill positions and relocations

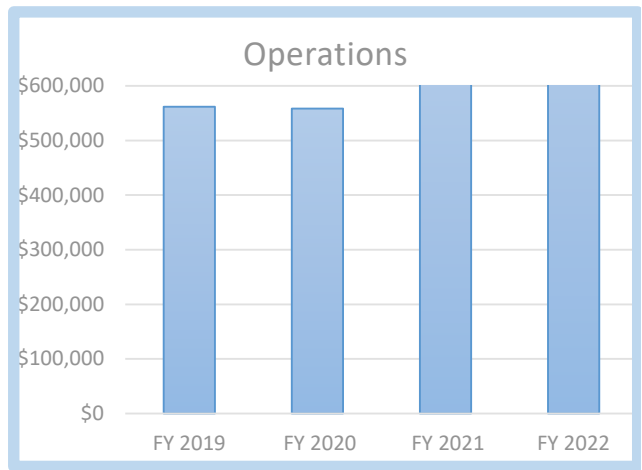
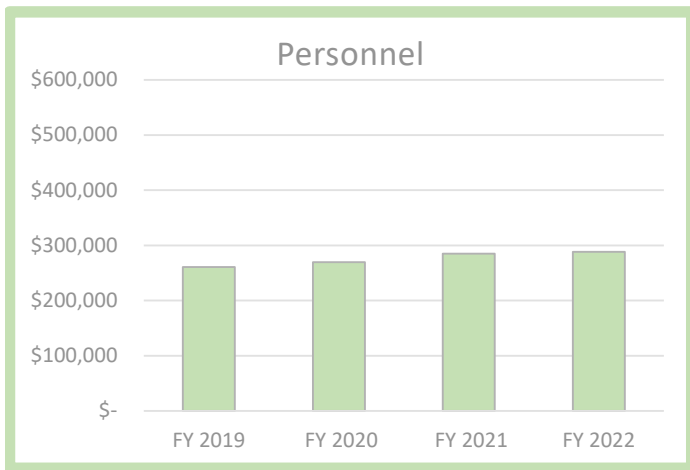
Goal	Objective	Performance Measure	FY20	FY 21	FY 22
Council Strategic Goal #2: Provide Efficient, Responsive Government with High Quality Services	Coordinate with Police Department to provide driver training for city employees	Implement training in timely manner	Train 80 employees in April 2020 (Suspended due to COVID restrictions)	Train 80 employees in April 2021 (On Hold due to COVID-19 restrictions)	Train 80 employees in April 2022 (If permissible)
	Do an annual employee satisfaction survey	Distribute survey and collate results	Distributed and collated results by February 2020	Distributed and collated results by February 2021	Distribute and collate results by February 2022
	The HR Director will gain better understanding of employees' perspectives by working in the field alongside employees from various departments	Duration and frequency of visits	Minimum 4 hours per month (Suspended due to COVID restrictions)	Minimum 4 hours per month (On Hold due to COVID-19 restrictions)	Complete 4 hours per month (If permissible)
	A Benefits Representative will go to all city departments to meet with city employees	Frequency of visits	Completed 4 times per year	Completed 4 times per year	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
	Participate in opportunities to familiarize job seekers with career opportunities	Number attended	Participated in 2 career opportunities	Participated in 2 career opportunities	Participate in 2 career opportunities

Goal	Objective	Performance Measure	FY20	FY 21	FY 22
Council Strategic Goal #2: Provide Efficient, Responsive Government with High Quality Services	Maintain 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	Exit interview records and turnover report maintained	Exit interview records being maintained. Turnover report being maintained on a monthly basis	Maintain readily accessible record of exit interviews to include benefits and debriefing components
	Leverage technology for process improvements	Increase efficiency in departmental operations	Not Applicable	Applied technology for benefit enrollment, invoice payments, employee change orders, and record keeping	Continue to leverage technology to improve and enhance departmental processes
	Succession Planning	Successful continuity of departmental goals and responsibilities	Not Applicable	Formulate guide for transition to new Human Resources Manager	Formulate guide for transition to new Administrative Assistant/ Program Manager
	Develop and administer COVID protocol and return to work plan	Providing current guidance and ensuring workplace safety during unprecedented pandemic	COVID-19 protocol addressed training, counseling, quarantine, data tracking, vaccinations, and workplace safety	Update and revise protocol for COVID-19 as necessary due to changing parameters and guidelines	Update and revise protocol for COVID-19 as necessary due to changing parameters and guidelines
	New Employee Communication	The Human Resources Director will ensure new employees are successfully acclimating to work environment	Not Applicable	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

HUMAN RESOURCES

BUDGET SUMMARY

	Actual FY 2019	Actual FY 2020	Amended Budget FY 2021	Proposed Budget FY 2022
Personnel	\$ 260,560	\$ 269,551	\$ 285,230	\$ 288,401
Operations	561,779	558,401	685,841	790,485
Totals	\$ 822,339	\$ 827,952	\$ 971,071	\$ 1,078,886



CITY OF VENICE													001-1601
HUMAN RESOURCES													6 months =
EXPENDITURES													50% target
													As of
													5/10/21
Department 1601	Actual FY 2019	Actual FY 2020	Adopted Budget FY 2021	Amends/ Proj/Enc Rolls to FY 2021	Amended Budget FY 2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Orig Bud	Pct Incr (Decr)	FY2022 Budget Comments
Grand Total	822,339	827,952	971,071	0	971,071	451,811	47%	971,071	0	1,078,886	107,815	11.1%	
Exp - Insurance	453,312	457,860	575,966	0	575,966	287,982	50%	575,966	0	673,444	97,478	16.9%	
513.45-00 - INSURANCE	453,312	457,860	575,966	0	575,966	287,982	50%	575,966	0	673,444	97,478	16.9%	Citywide allocation
													(Property +15%, drone, others)
Exp - Miscellaneous, services and supplies	29,202	19,112	34,125	0	34,125	4,049	12%	34,125	0	30,841	(3,284)	-9.6%	
513.40-00 - TRAVEL AND TRAINING	12,639	3,093	15,300	0	15,300	73	0%	15,300	0	12,300	(3,000)	-19.6%	
513.41-00 - COMMUNICATIONS SERVICES	565	663	660	0	660	572	87%	660	0	1,141	481	72.9%	
513.44-00 - RENTALS AND LEASES	1,653	2,231	3,000	0	3,000	816	27%	3,000	0	2,400	(600)	-20.0%	
513.47-00 - PRINTING & BINDING	0	970	0	0	0	0	-	0	0	0	0	-	
513.48-00 - PROMOTIONAL ACTIVITIES	10,044	8,502	9,650	0	9,650	800	8%	9,650	0	10,750	1,100	11.4%	
513.51-00 - OFFICE SUPPLIES	3,883	3,018	5,000	0	5,000	1,259	25%	5,000	0	3,750	(1,250)	-25.0%	
513.54-00 - BOOKS, PUB, SUB, MEMBERSP	418	635	515	0	515	529	103%	515	0	500	(15)	-2.9%	
Exp - Professional Services	79,265	81,429	75,750	0	75,750	30,753	41%	75,750	0	86,200	10,450	13.8%	
513.31-00 - PROFESSIONAL SERVICES	45,705	38,986	40,750	0	40,750	19,909	49%	40,750	0	36,200	(4,550)	-11.2%	
513.31-03 - PROFESSIONAL SERVICES / LEGAL	33,560	42,443	35,000	0	35,000	10,844	31%	35,000	0	50,000	15,000	42.9%	This is: Union arbitrations
Exp - Salaries and Wages	260,560	269,551	285,230	0	285,230	129,027	45%	285,230	0	288,401	3,171	1.1%	
513.12-00 - REGULAR SALARIES & WAGES	184,170	187,792	199,346	0	199,346	89,766	45%	199,346	0	200,493	1,147	0.6%	3.5% raises, 1 repl. lower
513.15-00 - SPECIAL PAY	0	1,211	1,580	0	1,580	2,664	169%	1,580	0	1,015	(565)	-35.8%	
513.21-00 - FICA	13,326	13,277	15,370	0	15,370	6,438	42%	15,370	0	15,416	46	0.3%	Statutory 7.65%
513.22-00 - RETIREMENT CONTRIBUTIONS	15,347	16,830	20,595	0	20,595	9,243	45%	20,595	0	21,863	1,268	6.2%	FRS up fm 10.25% to 10.85%
513.23-00 - LIFE AND HEALTH INSURANCE	44,136	41,988	41,441	0	41,441	20,718	50%	41,441	0	42,795	1,354	3.3%	Citywide allocation
513.24-00 - WORKERS' COMPENSATION	540	420	398	0	398	198	50%	398	0	319	(79)	-19.8%	Citywide allocation
513.25-00 - UNEMPLOYMENT COMPENSATION	3,041	8,033	6,500	0	6,500	0	0%	6,500	0	6,500	0	0.0%	

HUMAN RESOURCES

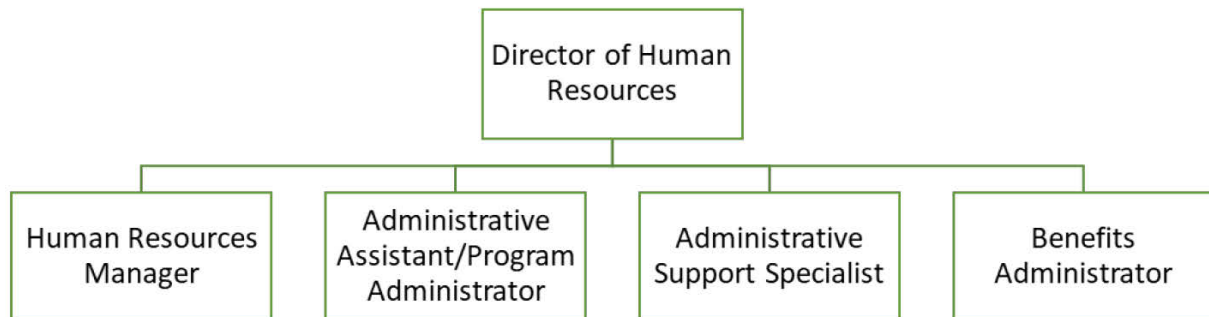
STAFFING

CLASSIFICATION	Actual FY 2019	Actual FY 2020	Amended Budget FY 2021	Proposed Budget FY 2022
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 INTERNAL SVC FD													
REVENUES & EXPENSES													
6 months = 50% target													
Fund 501													
As of 4/20/21													
GROUP LIFE & HEALTH INSURANCE FUND 501 - 0421	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
Total Revenues	7,213,415	7,588,661	7,776,387	0	7,776,387	3,855,250	50%	7,719,387	(57,000)	8,035,235	315,848	4.1%	
Rev - Charges for services	6,825,451	7,150,287	7,399,387	0	7,399,387	3,705,420	50%	7,399,387	0	7,664,235	264,848	3.6%	
369.91-05 - HEALTH INS-RETIREES, ETC	704,083	684,676	633,300	0	633,300	336,277	53%	633,300	0	655,300	22,000	3.5%	Attrition; Medicare rate up
369.91-06 - COBRA	1,536	140	0	0	0	7,683	-	0	0	0	0	-	
369.91-08 - EMP CONTRB- DENTAL	196,601	222,850	241,100	0	241,100	119,729	50%	241,100	0	266,950	25,850	10.7%	Match costs below
369.91-09 - EMP CONTRB- HEALTH	0	5,169	9,500	0	9,500	185	2%	9,500	0	0	(9,500)	-100.0%	
369.91-10 - EMP CONTRB- VISION	28,705	31,876	36,600	0	36,600	17,365	47%	36,600	0	36,400	(200)	-0.5%	Match costs below
369.91-12 - EMP CONTRB- SUPP LIFE	48,552	52,539	58,900	0	58,900	28,575	49%	58,900	0	62,000	3,100	5.3%	Match costs below
369.91-13 - EMP CONTRB- LTD BUY-UP	20,092	21,273	24,200	0	24,200	10,870	45%	24,200	0	21,170	(3,030)	-12.5%	Match costs below
369.91-14 - EMPLOYEE HEALTH	151,015	157,447	175,600	0	175,600	83,835	48%	175,600	0	182,000	6,400	3.6%	EE Rate up 3.5%
369.91-15 - EMP PLUS ONE HEALTH	257,284	288,405	321,500	0	321,500	143,633	45%	321,500	0	333,000	11,500	3.6%	EE Rate up 3.5%
369.91-16 - FAMILY HEALTH	568,467	648,012	719,900	0	719,900	360,798	50%	719,900	0	745,000	25,100	3.5%	EE Rate up 3.5%
395.10-00 - DEPARTMENTAL CHARGES	4,849,116	5,037,900	5,178,787	0	5,178,787	2,596,470	50%	5,178,787	0	5,362,415	183,628	3.5%	Balance account
Rev - Interest	118,199	93,386	67,000	0	67,000	5,065	8%	10,000	(57,000)	16,000	6,000	60.0%	
361.10-00 - INTEREST ON INVESTMENTS	118,199	93,386	67,000	0	67,000	5,065	8%	10,000	(57,000)	16,000	6,000	60.0%	Declining yields, est .30%
Rev - Miscellaneous, Other	269,765	344,988	310,000	0	310,000	144,765	47%	310,000	0	355,000	45,000	14.5%	
369.90-00 - MISCELLANEOUS REVENUE	269,765	344,988	310,000	0	310,000	144,765	47%	310,000	0	355,000	45,000	14.5%	Includes: Rx rebates; wellness

CITY OF VENICE													
GROUP LIFE & HEALTH INSURANCE INTERNAL SVC FD													
REVENUES & EXPENSES													
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
Total Expenses	6,171,267	6,229,667	8,076,387	0	8,076,387	2,989,161	37%	8,076,387	0	8,435,235	358,848	4.4%	
Exp - Claims	4,315,306	4,247,886	5,788,000	0	5,788,000	1,829,831	32%	5,788,000	0	5,886,750	98,750	1.7%	
595.23-01 - MEDICAL CLAIMS	4,287,868	4,216,748	5,760,000	0	5,760,000	1,823,388	32%	5,760,000	0	5,848,500	88,500	1.5%	Trended 11% increase + FTEs
595.23-11 - EAP CLAIMS	8,379	8,881	8,000	0	8,000	3,404	43%	8,000	0	8,250	250	3.1%	
595.23-24 - WELLNESS PLAN	19,059	22,257	20,000	0	20,000	3,039	15%	20,000	0	30,000	10,000	50.0%	
Exp - Insurance	1,353,987	1,473,907	1,767,700	0	1,767,700	874,965	49%	1,767,700	0	2,010,520	242,820	13.7%	
595.45-00 - INSURANCE	938,041	1,059,787	1,268,900	0	1,268,900	669,093	53%	1,268,900	0	1,493,000	224,100	17.7%	This is: Stop-Loss & Medicare
595.45-03 - DENTAL	198,839	204,401	241,100	0	241,100	81,210	34%	241,100	0	266,950	25,850	10.7%	Rate incr. 0% + FTEs
595.45-04 - VISION	27,143	32,025	36,600	0	36,600	20,612	56%	36,600	0	36,400	(200)	-0.5%	Rate incr. 12% + FTEs
595.45-05 - LIFE & AD&D	46,347	43,607	60,800	0	60,800	25,139	41%	60,800	0	51,000	(9,800)	-16.1%	Rate incr. 15% + FTEs
595.45-06 - SUPPLEMENTAL LIFE	53,526	48,531	58,900	0	58,900	28,715	49%	58,900	0	62,000	3,100	5.3%	Rate incr. 10% + FTEs
595.45-07 - LTD BUY-UP	21,507	19,431	24,200	0	24,200	10,879	45%	24,200	0	21,170	(3,030)	-12.5%	Rate incr. 10% + FTEs
595.45-08 - EMPLOYER LIFE	68,584	66,125	77,200	0	77,200	39,317	51%	77,200	0	80,000	2,800	3.6%	Rate incr. 10% + FTEs
Exp - Professional Services	392,707	390,636	404,500	0	404,500	230,744	57%	404,500	0	417,700	13,200	3.3%	
595.31-00 - PROFESSIONAL SERVICES	392,707	390,636	404,500	0	404,500	230,744	57%	404,500	0	417,700	13,200	3.3%	
Exp - Salaries and Wages	97,632	102,238	106,187	0	106,187	48,623	46%	106,187	0	110,265	4,078	3.8%	
595.12-00 - REGULAR SALARIES & WAGES	71,690	75,166	77,100	0	77,100	34,853	45%	77,100	0	79,788	2,688	3.5%	
595.15-00 - SPECIAL PAY	0	94	125	0	125	204	163%	125	0	80	(45)	-36.0%	
595.21-00 - FICA	5,147	5,391	5,902	0	5,902	2,494	42%	5,902	0	6,114	212	3.6%	Statutory 7.65%
595.22-00 - RETIREMENT CONTRIBUTIONS	5,963	6,695	7,923	0	7,923	3,506	44%	7,923	0	8,661	738	9.3%	FRS 10.85%
595.23-00 - LIFE & HEALTH INSURANCE	14,712	14,712	15,005	0	15,005	7,500	50%	15,005	0	15,494	489	3.3%	Citywide allocation
595.24-00 - WORKERS COMPENSATION	120	180	132	0	132	66	50%	132	0	128	(4)	-3.0%	Citywide allocation
Exp - Transfer Out	11,635	15,000	10,000	0	10,000	4,998	50%	10,000	0	10,000	0	0.0%	
501-9902-581.91-00 - TRANSFER TO FLEX SPEND	11,635	15,000	10,000	0	10,000	4,998	50%	10,000	0	10,000	0	0.0%	

CITY OF VENICE												
GROUP LIFE & HEALTH INSURANCE INTERNAL SVC FD												
REVENUES & EXPENSES												
6 months = 50% target												
Fund 501												
As of 4/20/21												
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022		
Total Fund Analysis												
Revenues (Above)	7,213,415	7,588,661	7,776,387	0	7,776,387			7,719,387		8,035,235		
Expenses (Above)	(6,171,267)	(6,229,667)	(8,076,387)	0	(8,076,387)			(8,076,387) B		(8,435,235)		
Net Revenues	1,042,148	1,358,994	(300,000)	0	(300,000)			(357,000)		(400,000)		
Beginning Net Assets *	3,810,005	4,852,153	4,893,911					6,211,147		5,854,147		
Ending Net Assets *	4,852,153	6,211,147	4,593,911					5,854,147 A		5,454,147		
* Net Assets equals unrestricted/total net position for this Fund.												
Target Analysis - Net Assets as a % of Annual Expenditures												
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021					Expected FY 2021		Proposed Budget FY 2022		
Projected Ending Net Assets	4,852,153	6,211,147	4,593,911 A					5,854,147 A		5,454,147		
Annual Expenditures	6,171,267	6,229,667	8,076,387 B					8,076,387 B		8,435,235		
Percent	79%	100%	57%					72%		65%		
Target **	2,036,518	2,055,790	2,665,208					2,665,208		2,783,628		
Excess (Shortage)	2,815,635	4,155,357	1,928,703					3,188,939		2,670,519		
** Target in this fund is 4 months operating expenses.												

CITY OF VENICE													
WORKERS COMPENSATION SELF-INS FD													
REVENUES & EXPENSES													
6 months =													
50% target													
Fund 502													
As of 4/20/21													
WORKERS' COMPENSTATION SELF-INSURANCE FUND 502 - 0421	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
Total Revenues	721,535	672,169	707,183	0	707,183	344,884	49%	692,983	(14,200)	677,388	(15,595)	-2.3%	
Rev - Charges for services	635,196	640,944	661,383	0	661,383	331,518	50%	661,383	0	638,888	(22,495)	-3.4%	
395.10-00 - DEPARTMENTAL CHARGES	635,196	640,944	661,383	0	661,383	331,518	50%	661,383	0	638,888	(22,495)	-3%	
Rev - Interest	22,015	18,392	15,800	0	15,800	805	5%	1,600	(14,200)	3,500	1,900	118.8%	
361.10-00 - INTEREST ON INVESTMENTS	22,015	18,392	15,800	0	15,800	805	5%	1,600	(14,200)	3,500	1,900	119%	Declining yields, est .30%
Rev - Miscellaneous, Other	64,324	12,833	30,000	0	30,000	12,561	42%	30,000	0	35,000	5,000	16.7%	
369.00-00 - OTHER MISCELLANEOUS REV	64,324	12,833	30,000	0	30,000	12,561	42%	30,000	0	35,000	5,000	17%	
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY19 Adopted	Pct Incr (Decr)	FY2021 Budget Comments
Total Expenses	384,656	869,743	707,183	0	707,183	385,123	54%	707,183	0	677,388	(29,795)	-4.2%	
Exp - Claims	136,287	623,519	441,900	0	441,900	220,739	50%	441,900	0	419,200	(22,700)	-5.1%	
595.23-03 - WORKERS COMP CLAIMS	136,287	623,519	436,900	0	436,900	220,739	51%	436,900	0	419,200	(17,700)	-4%	This is: actuary 75% conf + 3.5%
595.23-25 - LIGHT DUTY	0	0	5,000	0	5,000	0	0%	5,000	0	0	(5,000)	-100%	
Exp - Insurance	161,496	163,093	168,700	0	168,700	117,562	70%	168,700	0	164,500	(4,200)	-2.5%	
595.45-00 - INSURANCE	161,496	163,093	168,700	0	168,700	117,562	70%	168,700	0	164,500	(4,200)	-2%	
Exp - Professional Services	32,419	26,654	38,000	0	38,000	19,621	52%	38,000	0	33,000	(5,000)	-13.2%	
595.31-00 - PROFESSIONAL SERVICES	32,419	26,654	38,000	0	38,000	19,621	52%	38,000	0	33,000	(5,000)	-13%	
Exp - Salaries and Wages	54,454	56,477	58,583	0	58,583	27,201	46%	58,583	0	60,688	2,105	3.6%	
595.12-00 - REGULAR SALARIES & WAGES	39,341	40,794	41,988	0	41,988	18,904	45%	41,988	0	43,452	1,464	3%	
595.15-00 - SPECIAL PAY	0	280	365	0	365	615	168%	365	0	234	(131)	-36%	
595.21-00 - FICA	2,901	3,014	3,244	0	3,244	1,416	44%	3,244	0	3,342	98	3%	Statutory 7.65%
595.22-00 - RETIREMENT CONTRIBUTIONS	3,272	3,653	4,346	0	4,346	1,952	45%	4,346	0	4,742	396	9%	FRS 10.85%
595.23-00 - LIFE & HEALTH INSURANCE	8,820	8,676	8,574	0	8,574	4,284	50%	8,574	0	8,854	280	3%	Citywide allocation
595.24-00 - WORKERS COMPENSATION	120	60	66	0	66	30	45%	66	0	64	(2)	-3%	Citywide allocation

CITY OF VENICE													
WORKERS COMPENSATION SELF-INS FD													
REVENUES & EXPENSES													
6 months =													
50% target													
Fund 502													
As of 4/20/21													
WORKERS' COMPENSTATION SELF-INSURANCE FUND 502 - 0421	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
Total Fund Analysis													
Revenues (Above)	721,535	672,169	707,183	0	707,183			692,983		677,388			
Expenses (Above)	(384,656)	(869,743)	(707,183)	0	(707,183)			(707,183) B		(677,388)			
Net Revenues	336,879	(197,574)	0	0	0			(14,200)		0			
Beginning Net Assets *	267,531	604,410	739,873					406,836		392,636			
Ending Net Assets *	604,410	406,836	739,873					392,636 A		392,636			
* Net Assets equals unrestricted/total net position for this Fund.													
Target Analysis - Net Assets as a % of A													
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021					Expected FY 2021		Proposed Budget FY 2022			
Projected Ending Net Assets	604,410	406,836	739,873					392,636 A		392,636			
Annual Expenditures	384,656	869,743	707,183					707,183 B		677,388			
Percent	157%	47%	105%					56%		58%			
Target **	126,936	287,015	233,370					233,370		223,538			
Excess (Shortage)	477,474	119,821	506,503					159,266		169,098			
** Target in this fund is 4 months operating expenses.													

CITY OF VENICE														
EMPLOYEE FLEXIBLE SPENDING INTERNAL SERVICE FUND														
REVENUES & EXPENSES														
6 months = 50% target														
Fund 503														
As of 4/20/21														
EMPLOYEE FLEXIBLE SPENDING FUND 503	FY2017 Actuals	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
Total Revenues	136,215	156,108	152,948	165,000	0	165,000	76,373	46%	165,000	0	164,200	(800)	-0.5%	
Rev - Miscellaneous, Other	136,215	144,473	137,948	155,000	0	155,000	71,375	46%	155,000	0	154,200	(800)	-0.5%	
366.01-00 - EMPLOYEE CONTRIBUTIONS	136,215	144,473	137,948	155,000	0	155,000	71,375	46%	155,000	0	154,200	(800)	-0.5%	Est rev = exp.
Rev - Transfers In	0	11,635	15,000	10,000	0	10,000	4,998	50%	10,000	0	10,000	0	0.0%	
381.51-00 - TRANSFER IN FM GROUP HEALTH	0	11,635	15,000	10,000	0	10,000	4,998	50%	10,000	0	10,000	0	0.0%	
	FY2017 Actuals	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY19 Adopted	Pct Incr (Decr)	FY2021 Budget Comments
Total Expenses 0403	140,425	159,635	145,843	164,200	0	164,200	77,402	47%	164,200	0	164,200	0	0%	
Exp - Miscellaneous, services and supplies	133,500	153,202	143,165	160,000	0	160,000	75,589	47%	160,000	0	160,000	0	0%	
513.23-02 - LIFE AND HEALTH INSURANCE / CLAIMS	133,500	153,202	143,165	160,000	0	160,000	75,589	47%	160,000	0	160,000	0	0%	
Exp - Professional Services	6,925	6,433	2,678	4,200	0	4,200	1,813	43%	4,200	0	4,200	0	0%	
513.31-00 - PROFESSIONAL SERVICES	6,925	6,433	2,678	4,200	0	4,200	1,813	43%	4,200	0	4,200	0	0%	This is: Plan costs
Total Fund Analysis														
Revenues (Above)	136,215	156,108	152,948	165,000	0	165,000			165,000		164,200			
Expenses (Above)	(140,425)	(159,635)	(145,843)	(164,200)	0	(164,200)			(164,200) B		(164,200)			
Net Revenues	(4,210)	(3,527)	7,105	800	0	800			800		0			
Beginning Net Assets *	5,065	4,590	1,063	7,163					8,168		8,968			
Ending Net Assets *	855	1,063	8,168	7,963					8,968 A		8,968			
* Net Assets equals unrestricted/total net position for this Fund.														
Target Analysis - Net Assets as a % of Annual Exp.														
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021						Expected FY 2021		Proposed Budget FY 2022			
Projected Ending Net Assets	1,063	8,168	7,963						8,968 A		8,968			
Annual Expenditures	159,635	145,843	164,200						164,200 B		164,200			
Percent	1%	6%	5%						5%		5%			
Target **	5,000	5,000	5,000						5,000		5,000			
Excess (Shortage)	(3,937)	3,168	2,963						3,968		3,968			
** Target in this fund is \$5,000.														

<div> <div>CITY OF VENICE</div> <div>PROPERTY & LIABILITY INSURANCE INTERNAL SERVICE FUND</div> <div>REVENUES & EXPENSES</div> </div> <div> <div>6 months =</div> <div>50% target</div> </div> <div> <div>Fund 504</div> <div>As of 5/5/21</div> </div>													
PROPERTY & LIABILITY INSURANCE FUND 504 - 0422	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
Total Revenues	1,046,218	1,199,059	1,196,832	0	1,196,832	579,155	48%	1,185,832	(11,000)	1,337,821	151,989	12.8%	
Rev - Charges for services	948,312	962,784	1,124,332	0	1,124,332	562,146	50%	1,124,332	0	1,304,821	180,489	16.1%	
396.10-00 - DEPARTMENTAL CHARGES	948,312	962,784	1,124,332	0	1,124,332	562,146	50%	1,124,332	0	1,304,821	180,489	16.1%	Property, drone, cyber
Rev - Interest	21,328	14,731	12,500	0	12,500	743	6%	1,500	(11,000)	3,000	1,500	100.0%	
361.10-00 - INTEREST ON INVESTMENTS	21,328	14,731	12,500	0	12,500	743	6%	1,500	(11,000)	3,000	1,500	100.0%	Declining yields, est .30%
Rev - Miscellaneous, Other	76,578	221,544	60,000	0	60,000	16,266	27%	60,000	0	30,000	(30,000)	-50.0%	
369.90-00 - MISCELLANEOUS REVENUE	76,578	221,544	60,000	0	60,000	16,266	27%	60,000	0	30,000	(30,000)	-50.0%	
	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY19 Adopted	Pct Incr (Decr)	FY2021 Budget Comments
Total Expenses 0422	1,008,677	1,196,425	1,196,832	0	1,196,832	898,838	75%	1,196,832	0	1,387,821	190,989	16.0%	
Exp - Insurance	930,637	1,120,872	1,119,500	0	1,119,500	861,806	77%	1,119,500	0	1,308,815	189,315	16.9%	
596.45-00 - INSURANCE	797,317	767,905	964,500	0	964,500	736,230	76%	964,500	0	1,063,815	99,315	10.3%	Property, drone, cyber
596.45-99 - INSURANCE / CLAIMS	133,320	352,967	155,000	0	155,000	125,576	81%	155,000	0	245,000	90,000	58.1%	b/c of FY20 and YTD
Exp - Professional Services	35,000	30,000	30,000	0	30,000	15,000	50%	30,000	0	30,000	0	0.0%	
596.31-00 - PROFESSIONAL SERVICES	35,000	30,000	30,000	0	30,000	15,000	50%	30,000	0	30,000	0	0.0%	
Exp - Salaries and Wages	43,040	45,553	47,332	0	47,332	22,032	47%	47,332	0	49,006	1,674	3.5%	
596.12-00 - REGULAR SALARIES & WAGES	32,088	33,285	34,260	0	34,260	15,424	45%	34,260	0	35,460	1,200	3.5%	
596.15-00 - SPECIAL PAY	0	280	365	0	365	614	168%	365	0	234	(131)	-35.9%	
596.21-00 - FICA	2,343	2,439	2,656	0	2,656	1,150	43%	2,656	0	2,730	74	2.8%	Statutory 7.65%
596.22-00 - RETIREMENT CONTRIBUTIONS	2,669	2,985	3,554	0	3,554	1,604	45%	3,554	0	3,878	324	9.1%	FRS 10.25%--> 10.85%
596.23-00 - LIFE & HEALTH INSURANCE	5,880	6,504	6,431	0	6,431	3,210	50%	6,431	0	6,640	209	3.2%	Citywide allocation
596.24-00 - WORKERS COMPENSATION	60	60	66	0	66	30	45%	66	0	64	(2)	-3.0%	Citywide allocation

<div> <div>CITY OF VENICE</div> <div>PROPERTY & LIABILITY INSURANCE INTERNAL SERVICE FUND</div> <div>REVENUES & EXPENSES</div> </div> <div> <div>6 months =</div> <div>50% target</div> </div> <div> <div>Fund 504</div> <div>As of 5/5/21</div> </div>													
PROPERTY & LIABILITY INSURANCE FUND 504 - 0422	FY2019 Actuals	FY2020 Actuals	Adopted Budget FY 2021	Amendmnts/ Encumbr/ Project Roll	Amended Budget FY2021	YTD Thru 3/31/21	% YTD FY21	Expected FY 2021	Expected Variance	Proposed Budget FY 2022	Incr (Decr) over FY21 Expected	Pct Incr (Decr)	FY2021 Budget Comments
<div>Total Fund Analysis</div> <div> <div>Revenues (Above)</div> <div>Expenses (Above)</div> <div>Net Revenues</div> <div>Beginning Net Assets *</div> <div>Ending Net Assets *</div> </div> <div> <div>1,046,218</div> <div>(1,008,677)</div> <div>37,541</div> <div>1,024,340</div> <div>1,061,881</div> <div>1,199,059</div> <div>(1,196,425)</div> <div>2,634</div> <div>1,061,881</div> <div>1,064,515</div> <div>1,196,832</div> <div>(1,196,832)</div> <div>0</div> <div>1,102,669</div> <div>0</div> <div>1,196,832</div> <div>(11,000)</div> <div>1,064,515</div> <div>1,053,515</div> <div>1,337,821</div> <div>(1,387,821)</div> <div>(50,000)</div> <div>1,053,515</div> <div>1,003,515</div> </div>													
* Net Assets equals unrestricted/total net position for this Fund.													
<div>Target Analysis - Net Assets as a % of Annual Expenditures</div> <div> <div>Projected Ending Net Assets</div> <div>Annual Expenditures</div> <div>Percent</div> <div>Target **</div> <div>Excess (Shortage)</div> </div> <div> <div>1,061,881</div> <div>1,008,677</div> <div>105%</div> <div>332,863</div> <div>729,018</div> <div>1,064,515</div> <div>1,196,425</div> <div>89%</div> <div>394,820</div> <div>669,695</div> <div>1,102,669</div> <div>1,196,832</div> <div>92%</div> <div>394,955</div> <div>707,714</div> <div>1,053,515</div> <div>1,196,832</div> <div>88%</div> <div>394,955</div> <div>658,560</div> <div>1,003,515</div> <div>1,387,821</div> <div>72%</div> <div>457,981</div> <div>545,534</div> </div>													
** Target in this fund is 4 months operating expenses.													