



# City of Maricopa

## Legislation Text

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The Mayor and City Council shall discuss and possibly take action to authorize the City Manager to process year-end budget adjustments for amounts necessary to cover salary and benefit costs related to health insurance and other benefit costs due to normal staff turnover/coverage changes. Discussion and Action.

Staff is seeking approval for General Fund, year-end budget adjustments necessary for benefit adjustments necessary to cover health insurance and other benefit costs due to normal staff turnover/coverage changes occurring during the fiscal year. This budget adjustment would not increase the overall General Fund budget.

The City of Maricopa budgets salary and benefits expenditures several months prior to the beginning of each fiscal year. As these budgeted amounts are estimates and the City maintains tight control over the budgeted salary and benefits, year-end adjustments are necessary for the following.

### **Benefit Adjustments**

The budget for health insurance and related benefits are predicted prior to the beginning of each fiscal year. It is not possible to predict employee turnover and the impact of benefit changes during the fiscal year. In most cases, departments are able to absorb these changes within their departmental budgets. However, there are departments that are unable to absorb these costs. Therefore, staff is requesting approval of budget adjustments from either a) unutilized amounts in the General Government Workers Compensation budget or b) departmental savings recognized in other departments.

Per the current City of Maricopa financial policies, budget adjustments between departments, requires approval from Mayor and Council. As FY14-15 amounts budgeted for the General Government Workers Compensation was adopted as a Non-Departmental expenditure and inter-departmental adjustments are being requested, Council approval is necessary for this action.

This item will be presented by Brian A. Ritschel, Finance Director.

Staff recommends the Mayor and City Council authorize the City Manager to process year-end budget adjustments for amounts necessary to cover salary and benefit costs related to health insurance and other benefit costs due to normal staff turnover/coverage changes.