

**CITY OF JOPLIN
COUNCIL AGENDA ITEM**

ITEM

Council Bill 2019-602 - Approving a budget amendment changing the allocation of salaries within the Human Resources and Risk Management Departments and amending the Annual Budget of the City of Joplin for the Fiscal Year 2018-2019.

MEETING DATE

February 4, 2019

ORIGINATING DEPT

Human Resources and Risk Management Department

ATTACHMENTS

Council Bill No. 2019-602, Ordinance and Budget Amendment, Schedule A.

REVIEWED BY

Department Head of Human Resources: David Allgood; Finance Department: Leslie Haase; City Attorney: Peter Edwards; City Manager: Sam Anselm

SUMMARY

Changing the HR&RM director's and assistant HR director's salary allocations within the department to funds as noted on attached schedule "A" and, amending the Annual Budget of the City of Joplin for the Fiscal Year 2018-2019.

This Council Bill approves a change to reallocation of the Human Resources and Risk Management director's salary from 100% from General Fund to: 40% WC Fund; 40% Liability Fund, and 20% General Fund, and to reallocate the salary for the assistant director of Human Resources from 100% General Fund to: 40% WC Fund; 40% Liability Fund and 20% General Fund.

BACKGROUND

The HR/RM department has evolved over the past ten years and the duties and responsibilities of the management team has changed to the point that a correction of proper salary allocation is needed to ensure salaries are being properly charged to the account for which the duties are being performed. Therefore, it is necessary to reallocate the salaries of the HR/RM director and the asst. HR director. This re-allocation was updated by HR/RM management staff and the city manager and the reallocation noted above and on schedule "A" is a correct allocation based upon the current duties and responsibilities of these positions.

FUNDING SOURCE

The fiscal year 2019 budget is being amended to reflect the reallocation of the Assistant HR Director and HR Director positions, as well as the personnel changes that have occurred in the HR Department since the adoption of the budget. The total overall budget impact is an increase of \$601. However, the general fund budget is being decreased by \$98,034, while the Worker's Comp budget is increasing by \$58,975 and the Liability budget is increasing by \$41,490 as a result of the position reallocations.

RECOMMENDATION

This recommendation has been reviewed and approved by the Personnel Board and city manager and it is recommended that this council bill be approved.