



Department Source: Finance

To: City Council

From: City Manager & Staff

Council Meeting Date: September 17, 2018

Re: Resolution to transfer funds from City General to General Fund departments for significant accrual payouts for employee retirements.

## Executive Summary

Staff has prepared for Council consideration a resolution transferring funds from City General to General Fund departments for significant accrual payouts for employee retirements.

## Discussion

The retirement payout of long-term employees with significant amounts of vacation built up can cause a financial strain on budgets and may result in delaying of filling positions or the need to appropriate additional funds. Several years ago, the City began budgeting an amount in the City General budget to help offset these costs. It has been the practice of the City to transfer funds from this budget to the individual budgets to cover retirement payouts of \$10,000 or more or to cover lower amounts in smaller departments. These funds are only used to cover retirement payouts that occur in the 19 general fund departments.

## Fiscal Impact

Short-Term Impact: This requires transferring already budgeted funds in one department to other departments.

Long-Term Impact: The City reviews the potential impact of retirement payouts as a part of the budget process each year.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

### Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

## Legislative History

Date	Action
9/19/2016	R135-16 Transferring funds to cover accrual payouts associated with employee retirements.
9/18/2017	R130-17 Transferring funds to cover accrual payouts associated with employee retirements.



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Suggested Council Action

Adoption of this resolution.