



City of El Lago CITY COUNCIL AGENDA ITEM FORM

This form should be completed and forwarded to the City Secretary's Office as soon as possible and at least 1 week prior to the meeting that the item is expected to be placed on the El Lago City Council agenda.

Date requested for City Council consideration: January 18, 2016

Submitted by: R. White Date Submitted: January 7, 2016

Subject: Pay increase to match cost of benefits for Alex De Leon

City Attorney Review: Yes No

Degree of importance: Critical Significant Elective

Expenditure Account: _____	Fiscal Year: <u>FY2016</u>
Expenditure Required: \$ _____	Amount Budgeted: \$ _____
Budget Appropriation Required: \$ _____	

Date Received

Ann Vernon, City Secretary

SUMMARY / ORIGINATING CAUSE

Alex DeLeon was originally offered a compensation "package" of Salary \$41,500+Medical/Dental/Life Insurance \$4,631.88 + HRA \$1,000 = \$47,131.88 . Because of Alex's veteran benefits, he declined the medical insurance (he did accept dental & life) and as a result is not qualified to receive the HRA. He is requesting the medical insurance & HRA cost of \$5,082.64 be added to his annual salary.

IMMINENT CONSEQUENCES AND/OR BENEFIT TO COMMUNITY

To maintain a consistent staff of employees.

RECOMMENDED MOTION

To approve reallocating money approved for Employee Benefits (account 70200) to Maintenance salaries (account 70120) in the amount of \$5,082.64 which is the annual cost of an employee's medical insurance; to be added as additional annual compensation for Alex De Leon.

LIST ATTACHMENTS

Alex De Leon's Benefits Package Summary