



# *Resolution*

NO. 1148

OFFICE OF THE  
MAYOR  
CITY OF SAN LUIS

**A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, AUTHORIZING THE CITY MANAGER TO AMEND THE CLASSIFICATION AND 2006 SALARY PLAN OF THE CITY OF SAN LUIS; CREATE CERTAIN POSITIONS; AND MAKE OTHER PERSONNEL AND DEPARTMENTAL CHANGES TO INCLUDE TRANSFERS WITHIN THE ORGANIZATION, IN PREPARATION FOR FISCAL YEAR 2016-2017**

**WHEREAS**, in order to provide for the most efficient delivery of service to the citizens of the City of San Luis and to maintain sound financial structure for the city in its finances and operations, it has been determined that certain amendments to the Classification and 2006 Salary Plan of the City of San Luis and reorganization of the city departments and divisions has become necessary;

**WHEREAS**, the City could experience a dramatic short-fall in business license revenue in the fiscal year 2016-2017 and the City needs to have a plan in place for such possible short-fall;

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the City of San Luis, Arizona:

**Section 1:** The City Manager is hereby directed to prepare appropriate amendments to the Classification and 2006 Salary Plan of the City of San Luis in accordance with the provisions of this resolution as part of the budget process for fiscal year 2016-2017.

The changes are to be as follows:

- a) The Development Services Division and the Building Safety Division shall be removed from the Public Works Department and is hereby transferred to be under the Planning and Zoning Department which shall be directly under City Administration. The Building Safety Director position will be converted to the Planning and Zoning Director.
- b) The City Prosecutor shall no longer be a contracted position. The City Prosecutor shall be a salaried position as part of the Classification and Salary Plan effective August 18, 2016.

**Section 2:** The City Manager is hereby authorized and directed to take such steps as may be needed or necessary to reduce, suspend, or eliminate the accrual of overtime in all city departments, with the exception of overtime as actually paid by federal or state grants. It is the legislative intent of the City Council to specifically disallow regular paid overtime until July 1, 2017.

**Section 4:** The City Manager is hereby directed to take such acts or actions as may be needed or necessary with respect to reduce or eliminate all non-critical non-emergency expenditures of the city to ensure that expenditures do not exceed available funds for fiscal year 2016-2017.

**Section 5:** The City Manager is authorized and directed to counsel with employees who may wish to seek early retirement or otherwise leave the city service and negotiate such severance or other agreements that he deems appropriate for the consideration of City Council.

**Section 6:** The City Manager is hereby directed and authorized to prepare and implement if necessary guidelines and a plan pursuant to Section 8.03 of the City of San Luis Personnel Policies, dated July 1, 2008, to lay-off full-time positions within the Classification and 2006 Salary Plan of the City of San Luis and to convert full-time positions to part-time positions as may be needed due to possible business license revenue short-falls. The positions that would be subject to layoff and conversion if there is such a shortfall would not be eliminated nor would such action be considered an action of discipline, but rather this action would be taken solely as a budget measure in order to ensure that in the event of a shortfall in business license revenue for the fiscal year 2016-2017 the financial condition of the city is not jeopardized. The period of lay-off and conversion would begin at such time as the plan is implemented by the City Manager and would last until further decision of the City Council. City Council, by this resolution, specifically reserves the right to make further decisions as to specific numbers of lay-offs and conversions as the need arises.

**Section 7:** In the event of a conflict between the provisions of this resolution and any other resolution, regulation, or policy of the City of San Luis, the conflicting provisions are hereby provisionally amended, superseded, and replaced, and the provisions of this resolution shall govern. In making this provision, it is the specific legislative intent of the City Council that the Personnel Policies of the City of San Luis, the Classification Plan of the City of San Luis, the 2006 Salary Plan of the City of City of San Luis, the salary administration regulations and policies of the City of San Luis are hereby amended, superseded and/or replaced by this resolution such that actions and plans authorized in this resolution shall govern and supersede any and all existing policies, regulations, or plans so that the action and plans authorized in this resolution may be implemented, and that this is a non-appealable final legislative decision and action of the City Council of the City of San Luis.

**Section 8:** If any section, subsection, sentence, clause, phrase, or portion of this resolution is for any reason held to be invalid or unconstitutional by the final decision of

any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this resolution.

PASSED AND ADOPTED by the Mayor and Council of the City of San Luis, Arizona, this \_\_\_\_ day of \_\_\_\_\_, 2016.

\_\_\_\_\_  
Gerardo Sanchez, Mayor

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
Sonia Cornelio, City Clerk

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Kay Marion Macuil, City Attorney