



Resolution

OFFICE OF THE
MAYOR
CITY OF SAN LUIS

No. 1196

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA ADOPTING AND DIRECTING THE CITY MANAGER AND/OR HIS DESIGNEE TO FOLLOW THE DOCUMENT TITLED “CLASSIFICATION STUDY AND FINAL REPORT”; APPROVING AN APPEAL PROCESS; AND PROVIDING FOR SEVERABILITY.

BE IT RESOLVED by the Mayor and City Council of the City of San Luis, Arizona, as follows:

Section 1. Findings of City Council

Because it has been many years since the classification of positions have been brought into line with current employment norms, it is determined that it is necessary to make certain changes to the Classification Plan and Organizational Chart in order to provide more efficient delivery of services to the residents of the City of San Luis.

Section 2. Adopt and Follow Study

The City Council hereby adopts and directs the City Manager and/or his designee to follow the document titled “Classification Study and Final Report” prepared by CPS HR Consulting and attached as Exhibit A. Exhibit A is hereby referenced, incorporated and made a part of this resolution as if fully set in this Resolution No. 1196. The City Manager and/or his designee is hereby directed to take any and all actions as may be necessary including but not limited to amending the Classification Plan and Organizational Chart in order to put the recommendations of the study in Exhibit A into effect.

Section 3. Appeal Process

CPS HR Consulting will conduct investigations and appeal processes for individual challenges to the Classification Plan. Based on the results of the investigation and appeal process, CPS HR Consulting will make recommendations to the Human Resources Department and the City Manager. The City Manager will consider the recommendations of CPS HR Consulting and the recommendations of the Human Resources Department and in the best interest of the City of San Luis will make the final determination as to the individual classifications challenged as is authorized by Section HR-3-01 of the City of San Luis Personnel Policies adopted by City Council by Resolution No. 750 and within limits of the authority of the City Manager under San Luis City Code Section 31.20.

Section 4. Future Classification Changes

As authorized by Section HR-3-01 of the City of San Luis Personnel Policies adopted by the City Council by Resolution No. 750 and within the limits of the authority of the City Manager under San Luis City Code Section 31.20, future changes can be made under this authority.

Section 5. Severability

If any section, clause, phrase or portion of this resolution is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

PASSED, ADOPTED and APPROVED by the Mayor and City Council of the City of San Luis, Arizona, this ____ day of June, 2017.

Gerardo Sanchez, Mayor

ATTEST:

APPROVED AS TO FORM:

Sonia Cornelio, City Clerk

Kay Marion Macuil, City Attorney