



Resolution

OFFICE OF THE
MAYOR
CITY OF SAN LUIS

No. 2074

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA DIRECTING THE CITY MANAGER TO ESTABLISH AND IMPLEMENT A PLAN FOR THE FISCAL YEAR 2019-2020 FOR REDUCTION IN FORCE AND IN CIVIC CONTRIBUTIONS TO ENSURE THAT CITY EXPENSES DO NOT EXCEED CITY REVENUES; SUPERSEDING ANY CONFLICTING PROVISIONS OF THE CITY; AND PROVIDING FOR SEVERABILITY; AND DECLARING AN EMERGENCY.

WHEREAS, the City of San Luis has experienced a significant shortfall in anticipated revenues for the fiscal year 2019-2020;

WHEREAS, A.R.S. §42-17110 requires incorporated cities and towns, by the third Monday in July of each year to prepare a full and complete statement of the city's financial affairs for the preceding fiscal year and an estimate of the different amounts required to meet the city's public expense for the current fiscal year;

WHEREAS, the Finance Director has scheduled bringing the final adoption of the budget to City Council on June 26, 2019;

WHEREAS, A.R.S. §42-17105 requires that the City Council adopt proposed estimates of revenues and expenses as the budget for the current fiscal year and the amounts proposed to be spent shall not exceed the amounts proposed in the estimates;

WHEREAS, A.R.S. §42-17106 places limitations on expenditures and limits expenditures to budgeted purposes;

WHEREAS, the city has expected expenditures that may exceed revenues before the end of the 2019-2020 fiscal year;

WHEREAS, it is the intent of this resolution to provide for the most efficient delivery of service to the residents of the City of San Luis, and to maintain sound financial structure for the city in its operations and infrastructure;

WHEREAS, it has been determined that certain changes to the city's operations and or restructuring of the delivery of services is necessary during the 2019-2020 fiscal year to

fulfill the intent of this resolution;

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

Section 1. The City Manager is directed and authorized to establish and implement a plan under Section HR-8-03 on Reduction of Force of the City of San Luis Personnel Policies dated July 1, 2008, and to reduce civic contribution expenditures under his administrative powers under San Luis City Code Section 31.01 and Chapter 36 Purchasing.

Section 2. The plan shall be limited to the following changes to the Classification Plan (Resolution No. 1196) and Salary Plan (Resolution No. 2051-A) as the City Manager deems necessary:

- a) layoff or grant furlough (leave without pay) for up to ten (10) full-time positions,
- b) transfer and merge up to five (5) positions (resulting in up to five (5) additional layoffs),
- c) reduce, suspend, or eliminate overtime in all city departments (except overtime paid by federal or state grants) and
- d) suspend salary adjustment increases.

The total laid-off, furloughed or transferred and merged positions shall not exceed a total of 15 positions. The City Manager's authority under this plan includes the power to reassign duties (including supervisory duties) to remaining positions to provide for continuity of service. The Classification Plan and Salary Plan are amended to conform to this plan. The positions subject to layoff, transfer and merging are not being eliminated nor is this action to be considered an action of discipline, but rather this action is being taken solely as a budget measure to ensure that shortfalls in the expected revenues for the fiscal year 2019-2020 do not jeopardize the financial condition of the city.

Section 3. The measures to implement the Salary Plan under Resolution No. 2015-A of July 9, 2018, shall continue for the salary allocations for the 2019-2020 fiscal year.

Section 4 Under this plan, the City Manager may counsel with employees who may wish to seek early retirement or otherwise leave the city service and negotiate such retirements or resignations as deemed appropriate.

Section 5. The City Manager is directed to make recommended reductions to reduce civic contributions consistent with ensuring that expenditures do not exceed revenues and that the goals of efficient delivery of service and maintenance of infrastructure are met. The City Manager shall recommend contracts to Council consistent with the intent of this resolution.

Section 6. The plan shall begin when it is implemented by the City Manager and will last until the further decision of the City Council. City Council reserves the right to make further decisions regarding the plan as part of planning and policy adjustments for the fiscal year 2019-2020.

Section 7. The measures to implement the salary Plan to the extent possible under the 2018-2019 salary allocation under Resolution 2051-A shall continue into the 2019-2020 fiscal year.

Section 8. If a conflict arises between this resolution and any other resolution, ordinance, order, regulation or policy of the City of San Luis, the conflicting provisions of this resolution shall govern. In making this provision, it is the specific legislative intent of the City Council that the City of San Luis Personnel Policies, Classification Plan and Salary Plan, as well as the salary administration regulations and policies of the City of San Luis, are amended, superseded and/or replaced by this resolution so actions and the plan authorized by this resolution may be implemented, and this is a non-appealable final legislative decision and action of the City Council of the City of San Luis.

Section 9. If any section, subsection, sentence, clause, phrase, or portion of this resolution is held to be invalid or unconstitutional by the final decision of a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this resolution.

Section 10. It is necessary for the preservation of the peace, health, safety and welfare of the City of San Luis, Arizona, and for further reason that municipal services to the citizens of the City of San Luis may be provided in the most efficient manner possible without interruption in service, as well as the financial consideration of the immediate need to ensure that expenditures do not exceed available funds for the fiscal year 2019-2020, and that the best interests of the city require this resolution shall become immediately operative and in force and effect after posting of this resolution.

PASSED, ADOPTED and APPROVED by the Mayor and City Council of the City of San Luis, Yuma County, Arizona this ____ day of May 2019

Gerardo Sanchez, Mayor

ATTEST:

Sonia Cornelio, City Clerk

APPROVED AS TO FORM:

Kay Marion Macuil

Kay Marion Macuil, City Attorney