



Resolution

OFFICE OF THE
MAYOR
CITY OF SAN LUIS

No. 2223

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, APPROVING AND ADOPTING A SALARY ADJUSTMENT TO THE CLASSIFIED SERVICE; SUPERSEDING ANY CONFLICTING PROVISIONS OF EXISTING REGULATIONS, POLICIES OR PROCEDURES; PROVIDING FOR SEVERABILITY; SETTING AN EFFECTIVE DATE; AND DECLARING AN EMERGENCY.

WHEREAS, on July 9, 2018, San Luis City Council passed Resolution No. 2051, approving the salary plan; and

WHEREAS, over the past four (4) years, the city has incrementally increased the salaries within budgetary and statutory constraints to meet the pay-rate goals of the salary plan; and

WHEREAS, since 2017, Arizona state law has annually increased the minimum wage; and

WHEREAS, city staff contracted experts who have updated the pay grades within the salary plan for the minimum wage increase; and

WHEREAS, in the interests of equity, time in position is considered for the final salary adjustment for the city's classified service in addition to the updated pay grade.

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

Section 1: The pay grade schedule attached to this resolution (the "Pay Grade Schedule") is incorporated by this reference, making it a part of this resolution to the same extent as if fully set forth here.

Section 2: The Pay Grade Schedule is approved and adopted for the City of San Luis classified service.

Section 3: Implementation of the Pay Grade Schedule for the classified service salary adjustments shall take into consideration time in position, including:

- Probationary and recently-promoted employees: Their salary only adjusts if needed to meet the recommended minimum rate of their respective grades.
- Employees reclassified within the last six (6) months: Their salary adjusts only if needed to meet the recommended minimum rate of their respective grade.
- Employees who have completed more than one (1) year and their pay rate are higher than the recommended rate: Their salary adjusts at a 1.5% increase.
- Employees who have completed more than one (1) year and are not in the above categories: Their salary adjusts between 2% to 12% depending upon their pay grade, time in position, and the recommended adjustment.

Section 4: The Finance Department, with Department Heads' and the City Manager's approval, shall be authorized to make budget transfers to adjust salaries to comply with this resolution.

Section 5: As needed, the budget transfers will come from funds and general ledger accounts within the affected departments' budgets.

Section 6: City officers and employees are authorized and directed to perform all acts necessary or desirable to give effect to this resolution.

Section 7: If a conflict arises between this resolution and any other ordinance, resolution, regulation, or policy of the City of San Luis, the conflicting provisions are amended, superseded, and replaced, and this resolution shall govern. However, Sections 10 and 11 of Resolution No. 2051-A (which adopted the salary plan) shall remain in place to preserve the integrity of the salary adjustment under this Resolution No. 2223.

Section 8: If any section, subsection, sentence, clause phrase, or portion of this resolution is 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 portion of this resolution.

Section 9: The salary adjustment shall take effect July 2, 2022. Time in position shall be the number of days an employee has been in the position on July 1, 2022.

Section 10: Whereas, it is necessary for the immediate preservation of the peace, health, or safety of the City of San Luis, Arizona, an emergency is declared to exist, and this resolution shall become immediately operative.

PASSED, ADOPTED, and APPROVED by the Mayor and City Council of the City of San Luis, Yuma County, Arizona, this ____ day of July 2022.

Gerardo Sanchez, Mayor

ATTEST:

Melissa Lopez, Deputy City Clerk

APPROVED AS TO FORM:

Kay Marion Macuil, City Attorney

City of San Luis
Pay Grade Schedule

<i>Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>
102	\$12.80	\$15.04	\$17.28
103	\$13.47	\$15.99	\$18.52
104	\$14.13	\$16.96	\$19.79
105	\$14.80	\$18.06	\$21.31
106	\$15.84	\$19.32	\$22.80
107	\$16.94	\$20.67	\$24.40
108	\$18.13	\$22.12	\$26.11
109	\$19.40	\$23.67	\$27.94
200	\$21.34	\$26.67	\$32.01
201	\$23.47	\$29.34	\$35.21
202	\$25.82	\$32.28	\$38.73
203	\$28.40	\$35.50	\$42.60
204	\$31.24	\$39.05	\$46.87
205	\$34.37	\$42.96	\$51.55
206	\$37.80	\$47.26	\$56.71
207	\$41.59	\$51.98	\$62.38
208	\$45.74	\$58.65	\$71.55
209	\$50.32	\$64.51	\$78.70
300	\$55.35	\$70.96	\$86.57
301	\$60.88	\$78.06	\$95.23
302	\$66.97	\$85.86	\$104.75