



Resolution

OFFICE OF THE
MAYOR
CITY OF SAN LUIS

No. 2226

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, APPROVING, ADOPTING, AND RATIFYING A CAP ON THE MAXIMUM SALARY ADJUSTMENT INCREASE IN IMPLEMENTING RESOLUTION NO. 2223; SUPERSEDING ANY CONFLICTING PROVISIONS OF EXISTING REGULATIONS, POLICIES, OR PROCEDURES; PROVIDING FOR SEVERABILITY; AND SETTING AN EFFECTIVE DATE.

WHEREAS, on July 13, 2022, San Luis City Council passed Resolution No. 2223, approving a salary adjustment; and

WHEREAS, the experts at CPS HR recommended pay rate changes in the pay grades, but they could not be implemented one hundred percent (100%) due to budgetary constraints; and

WHEREAS, to equitably distribute the salary adjustment with limited funds, time in position, and a maximum salary cap was needed; and

WHEREAS, a clause capping the maximum salary increase was unintentionally missing from Resolution No. 2223; and

WHEREAS, the city's payroll on July 21, 2022, included the cap;

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

Section 1: For those eligible for a salary adjustment under Resolution No. 2223, a two-dollar (\$2.00) per hour maximum cap applies.

Section 2: This resolution amends the contracts of the contracted employees to adjust their salaries in the same manner as the classified service.

Section 3: For salary calculation under this and Resolution No. 2223, appropriate pay grades shall be assigned to the contracted employees for the duties they perform; and

Section 4: For this and Resolution No. 2223, Personnel Policies § HR-3-03(L), the third complete sentence shall apply to contracted employees, which says:

When an employee is assigned to a temporary assignment that lasts longer than 3 months or of an indefinite nature where the supervisor cannot reasonably foresee an ending date for the assignment, the employee may receive the entry rate salary of the position or 5% increase from the employee's rate of pay whichever is higher.

Despite the above provision, the two-dollar (\$2.00) per hour salary adjustment cap shall apply to all employees, whether contracted or in the classified service.

Section 5: 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any other ordinance, resolution, regulation, or policy of the City of San Luis, the conflicting provisions are amended, superseded, and replaced, and this resolution shall govern.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 6: 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 7: This resolution is effective July 2, 2022.

PASSED, ADOPTED, APPROVED, and RATIFIED 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