

City of San Luis

**Table 5 - Estimated Fiscal Impact of FY 2025 Salary Plan**  
**95% of Prevailing Rates Competitiveness Policy**  
**New 2.5% Salary Structure**

|   | 95.0%            |
|---|------------------|
| <b>Number of Employees</b>                | 336              |
| Total Payroll                             | \$16,908,586     |
| <b>Number of Employees Below Minimum</b>  | <b>226</b>       |
| As % of total employees                   | 67.26%           |
| Total \$ below Minimum                    | <b>\$859,717</b> |
| As % of total payroll                     | 5.08%            |
| Average amount below Minimum              | \$2,566          |
| <b>Number of Employees Below Midpoint</b> | 324              |
| As % of total employees                   | 96.43%           |
| \$ to Bring to Midpoint                   | \$4,506,114      |
| As % of total payroll                     | 26.65%           |

City of San Luis

**Table 5 - Estimated Fiscal Impact of FY 2025 Salary Plan**  
**Various Salary Competitiveness Policies**  
**New 2.5% Salary Structure**

|   | Option 1     | Option 2     | Option 3         | Option 4     |
|---|--------------|--------------|------------------|--------------|
|   | 100%         | 97.5%        | 95.0%            | 92.5%        |
| <b>Number of Employees</b>                | 336          | 336          | 336              | 336          |
| Total Payroll                             | \$16,908,586 | \$16,908,586 | \$16,908,586     | \$16,908,586 |
| <b>Number of Employees Below Minimum</b>  | 268          | 246          | <b>226</b>       | 194          |
| As % of total employees                   | 79.76%       | 73.21%       | 67.26%           | 57.74%       |
| Total \$ below Minimum                    | \$1,430,558  | \$1,115,989  | <b>\$859,717</b> | \$589,286    |
| As % of total payroll                     | 8.46%        | 6.60%        | 5.08%            | 3.49%        |
| Average amount below Minimum              | \$5,338      | \$4,537      | \$2,566          | \$3,038      |
| <b>Number of Employees Below Midpoint</b> | 331          | 328          | 324              | 318          |
| As % of total employees                   | 98.51%       | 97.62%       | 96.43%           | 94.64%       |
| \$ to Bring to Midpoint                   | \$5,445,034  | \$4,918,619  | \$4,506,114      | \$3,923,252  |
| As % of total payroll                     | 32.20%       | 29.09%       | 26.65%           | 23.20%       |

