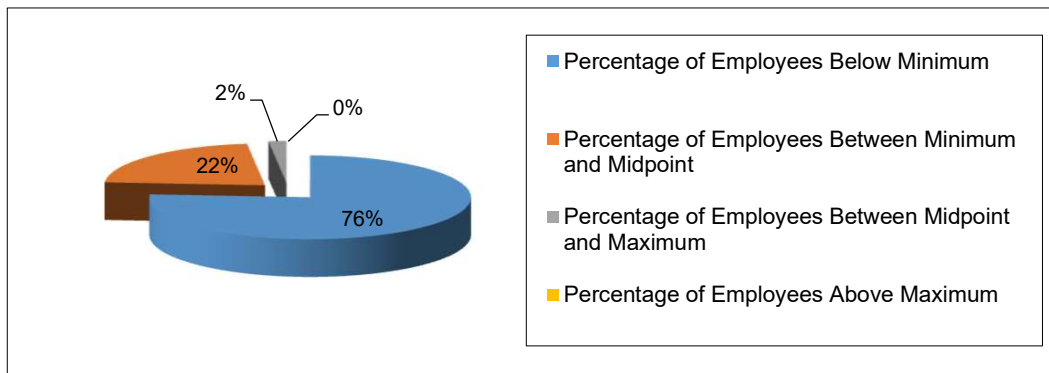


**City of San Luis**  
**Table 5 - Estimated Fiscal Impact of FY 2025 Salary Plan**  
**Salary Competitiveness Policy Options**  
**New 2.5% Salary Structure**

	Option 1	Option 2	Option 3	Option 4
	100%	97.5%	95.0%	92.5%
<b>Number of Employees</b>	335	335	335	335
Total Payroll	\$16,960,825	\$16,960,825	\$16,960,825	\$16,960,825
<b>Number of Employees Below Minimum</b>	<b>273</b>	<b>255</b>	<b>230</b>	<b>205</b>
As % of total employees	81.49%	76.12%	68.66%	61.19%
Total \$ below Minimum	<b>\$1,515,516</b>	<b>\$1,192,638</b>	<b>\$892,112</b>	<b>\$627,313</b>
As % of total payroll	8.94%	6.98%	5.26%	3.70%
Average amount below Minimum	\$5,551	\$4,640	\$3,879	\$3,060
<b>Number of Employees Below Midpoint</b>	331	329	325	323
As % of total employees	98.81%	98.21%	97.01%	96.42%
\$ to Bring to Midpoint	\$5,625,430	\$5,082,235	\$4,557,523	\$4,047,844
As % of total payroll	33.17%	29.96%	26.87%	23.87%
<b>Optional: Additional Cost for In-Grade Adjustments:</b>				
<b>Option 1 - Maintain SRP</b>	\$1,073,248	\$962,750	\$838,358	\$674,345
As % of total payroll	6.33%	5.68%	4.94%	3.98%
<b>Option 2 - Adjust SRP</b>	\$300,557	\$242,786	\$176,731	\$117,001
As % of total payroll	1.77%	1.43%	1.04%	0.69%
<b>Number of Employees Above Maximum</b>	0	0	1	2
As % of total employees	0.00%	0.00%	0.30%	0.60%
Total \$ over Maximum	\$0	\$0	\$196	\$2,309
As % of total payroll	0.00%	0.00%	0.00%	0.01%
Average amount over Maximum	\$0	\$0	\$196	\$1,154



<b>Percentage of Employees Below Minimum</b>	255
<b>Percentage of Employees Between Minimum and Midpoint</b>	74
<b>Percentage of Employees Between Midpoint and Maximum</b>	6
<b>Percentage of Employees Above Maximum</b>	0