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CAPTION HEADING:

**Resolution
Resolution No. 2197
Ratifying and adopting measures to implement the salary plan.**



Resolution

OFFICE OF THE
MAYOR
CITY OF SAN LUIS

No. 2197

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, RATIFYING AND ADOPTING MEASURES TO IMPLEMENT THE SALARY PLAN; SUPERSEDING CONFLICTING PROVISIONS AND PROVIDING FOR SEVERABILITY.

WHEREAS, the City Council's legal authority to ratify the yearly salary plan implementation measures derives from A.R.S. § 9-274(A)(2), San Luis City Code § 2.15.00 and Resolution No. 750, Personnel Policies HR-3-02, titled Salary Plans, Subsections (A) and (B); and

WHEREAS, through Resolution No. 2051-A, on July 9, 2018, the City Council approved a salary plan ("Salary Plan") and measures for implementing it partially due to budgetary constraints; and

WHEREAS, in Resolution No. 2051-A, City Council planned to implement the Salary Plan incrementally over four (4) fiscal years, ending June 30, 2022; and

WHEREAS, this fiscal year is the fourth year implementing the Salary Plan, and most of the city's employees are now at 100% of the Salary Plan; and

WHEREAS, staff reviewed City Council's authorizations since July of 2018 and found that although City Council approved budgets that extended the measures taken in Resolution No. 2051-A, and staff continued the practices outlined in Resolution No. 2051-A, City Council did not explicitly continue the measures beyond June 30, 2019; and

WHEREAS, continuing the Salary Plan implementation measures of Resolution No. 2051-A maintain the fairness and integrity of the Salary Plan; and

WHEREAS, continuing the Salary Plan implementation measures of Resolution No. 2051-A has been key to the city's ability to stay within its practical and legal spending constraints; and

WHEREAS, this Resolution No. 2197 makes the record clear that City Council explicitly ratifies and approves the measures listed in Resolution No. 2051-A be implemented and extended starting July 1, 2019, and ending June 30, 2022.

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

Section 1: Recitals Incorporated: City Council finds that all matters stated above are true and correct and incorporates them by this reference into this Resolution No. 2197.

Section 2: Definition: *Salary Plan* means the Salary Plan City Council adopted by Resolution 2051-A and declared a public record on July 9, 2018.

Section 3: Salary Adjustments:

City Council ratifies starting July 1, 2019, and approves through June 30, 2022:

- (a) salary adjustments for the classified service and contracted employees,
- (b) any salary adjustments for contracted employees shall be considered cost of living adjustments to compensation, and
- (c) the contracts (also known as employment agreements) of the contracted employees are amended to allow for the cost of living adjustments to their compensation.

Section 4: Implement Salary Plan:

- (a) City Council ratifies staff actions starting July 1, 2019, to implement the Salary Plan as it was budgeted.
- (b) City Council approves and directs staff to take all further action to implement the Salary Plan as budgeted or may be budgeted in the future.

Section 5: Salary Increases for Years in Position:

- (a) City Council ratifies, starting July 1, 2019, the implementation of the Salary Plan's pay schedule for years in the position and not for years in service.
- (b) City Council approves the Salary Plan's pay schedule for years in a position, not for years in service.
- (c) City Council repeals any provision that may be interpreted as allowing increases for years of service under Resolution No. 750, Personnel Policies of 2008, Article 3, titled Classification and Compensation.

Section 6: State and Federal Minimum Wage Increases:

- (a) City Council ratifies starting July 1, 2019, the payment of Arizona State Minimum Wage increases.
- (b) City Council directs staff that any state and federal minimum wage increases be included in implementing the Salary Plan during all future fiscal budget processes.

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Section 7: Suspension of Personnel Policies Salary Increases and Exceptions:

- (a) City Council ratifies starting July 1, 2019, and approves through June 30, 2022, the suspension of all increases under Resolution No. 570, Personnel Policies of 2008 except skills pay (Section HR-3-03(B)(1)).
- (b) City Council ratifies starting July 1, 2019, and approves through June 30, 2022, the modifying of Resolution No. 750, Personnel Policies of 2008, Section HR-3-03(B)(2) to limit the ability of the City Manager to correct inequities in salary related to the salary inequities that may arise in promoting employees.

Section 8: End Salary Increases for Probation Completion:

- (a) City Council ratifies, starting July 1, 2019, the suspension of the practice of salary increases for successful completion of probation.
- (b) On passage of this resolution, City Council abolishes the practice of salary increases for successful completion of probation.

Section 9: Vacation Buy-Back Program-Paid on a Fiscal Year Basis

- (a) Starting July 1, 2018, City Council ratifies changing the Vacation Buy-Back period from Calendar Year to Fiscal Year.
- (b) On passage of this Resolution No. 2197, the Vacation Buy-Back Program shall be implemented on a fiscal-year basis. City Council repeals any reference in the Vacation Buy-Back Program, policy or procedure to a calendar year; and replaces it with "fiscal year."

Section 10: Vacation Buy-Back Program-Number of Hours Paid

- (a) Starting July 1, 2018, City Council ratifies the Salary Plan implementation measure that reduced the Vacation Buy-Back payment from 40 hours per fiscal year to 20 hours per fiscal year.
- (b) City Council approves the Vacation Buy-Back Program to pay out 40 vacation hours for this fiscal year ending June 30, 2022.

Section 11: Headings in this Resolution No. 2197 are intended as a convenience to indicate the contents of the section and do not constitute part of the law.

Section 12: If a conflict arises between the provisions of 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.

Section 13: If any section, subsection, sentence, clause phrase, or a 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.

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PASSED, ADOPTED, RATIFIED and APPROVED by the Mayor and City Council of the City of San Luis, Yuma County, Arizona this 13th day of October 2021.



Gerardo Sanchez, Mayor

ATTEST:



Sonia Cornelio, City Clerk

APPROVED AS TO FORM:



Kay Marion Macuil, City Attorney