Agenda
Budget & Public Employees Committee Meeting
St. Louis Board of Aldermen
Tuesday, May 19, 2026 - 10:00 AM
Kennedy Room

President Megan Green
Alderman Rasheen Aldridge, Chair
Alderman Michael Browning, Vice Chair
Committee Members:
Alderwoman Alisha Sonnier
Alderwoman Daniela Velazquez
Alderman Matt Devoti

Order of Business

I. Call to Order

II. Roll Call

III. Approval of Minutes

IV. Board Bills for Review

(The committee will not discuss or take public comment on the following)

Board Bill Number 1
Introduced by President Megan E Green, Rasheen Aldridge The proposed bill makes an appropriation for payment of Interest, Expenses and Principal of the City's Bonded Indebtedness, establishing City tax rates, and making appropriation for current year expenses of the City Government, Water Division, St. Louis Airport Commission, Affordable Housing Trust Fund, Health Care Trust Fund, Use Tax Excess Trust Fund, Building Demolition Fund, Assessor, Police Contracts Fund, Communications Division, City Employee Pension Trust Fund, Forest Park Fund, Child Support Unit (Circuit Attorney's Office), Circuit Attorney Training and Collection Fee Funds, Public Administrators Fund, Port Administration Fund, Fire Department EMS GEMT Fund, Peace Officer Training Fund, Capital Improvement Projects Fund, Capital Improvements Sales Tax Trust Fund, Metro Parks Sales Tax Fund, Centralized Mailroom and Equipment Services Fuel Internal Service Funds, Tourism Fund, Lateral Sewer Fund, Public Safety Trust Fund, Public Safety Sales Tax Trust Fund, Economic Development Tax Trust Fund, Local Parks Fund, Public Safety Sales and Use Tax Fund (Prop P), Neighborhood Parks Fund, BJC/City Trust Fund, Miscellaneous Special Funds, Trustee Lease Fund, Riverfront Gaming Fund, Various Grant Funds, Tax Increment District Special Allocation Fund, City

Convention and Sports Facility Trust Fund, Judgment Fund, and Employee Benefits Fund (Department of Personnel) for the Fiscal Year beginning July 1, 2026, and ending June 30, 2027, amounting in the aggregate to the sum of One Billion, Four Hundred Fifteen Million, Two Hundred Twenty-Six Thousand, Seven Hundred Eight Dollars ($1,415,226,708) which sum is hereby appropriated from Revenue and Special Funds named for the purposes hereinafter enumerated and containing an emergency clause.

Board Bill Number 12
Introduced by Alderman Rasheen Aldridge An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing Ordinance 71963; allocating certain other employees to a grade with rate; and including an emergency clause. This ordinance shall be in full force and effect from and after June 14, 2026, and shall remain in effect until amended or repealed by the Board of Aldermen.

V. Resolutions for Review

None

VI. Committee Discussions

(The committee will discuss and not take public comment on the following)

Item Number 1
Assessor Office - 10:30 am
Committee members will discuss the FY2027 Budget of the Assessor's Office with representatives from this office.

Item Number 2
Affordable Housing Commission - 11:00 am
Committee members will discuss the FY2027 Budget of the Affordable Housing Commission with representatives from this office.

Break

Item Number 3
City Counselor - 12:30 pm
Committee members will discuss the FY2027 Budget of the City Counselor with representatives from this office.

Item Number 4
Register's Office - 1:00 pm
Committee members will discuss the FY2027 Budget of the Register's Office with representatives from this office.

Item Number 5

Supply Commissioner's Office - 1:30 pm
Committee members will discuss the FY2027 Budget of the Supply Commissioner's Office with representatives from this office.

Item Number 6
Slate - 2:00pm
Committee members will discuss the Annual City Budget FY2027 and that of Slate with representatives from Slate.

VII. Acknowledgment of Any Written Testimony

VIII. Announcements

IX. Excused Members

X. Adjournment

Summary
Board Bill Number 1
Introduced by President Megan E. Green
Cosponsors: Alderman Rasheen Aldridge
May 1, 2026

The proposed bill makes an appropriation for payment of Interest, Expenses and Principal of the City's Bonded Indebtedness, establishing City tax rates, and making appropriation for current year expenses of the City Government, Water Division, St. Louis Airport Commission, Affordable Housing Trust Fund, Health Care Trust Fund, Use Tax Excess Trust Fund, Building Demolition Fund, Assessor, Police Contracts Fund, Communications Division, City Employee Pension Trust Fund, Forest Park Fund, Child Support Unit (Circuit Attorney's Office), Circuit Attorney Training and Collection Fee Funds, Public Administrators Fund, Port Administration Fund, Fire Department EMS GEMT Fund, Peace Officer Training Fund, Capital Improvement Projects Fund, Capital Improvements Sales Tax Trust Fund, Metro Parks Sales Tax Fund, Centralized Mailroom and Equipment Services Fuel Internal Service Funds, Tourism Fund, Lateral Sewer Fund, Public Safety Trust Fund, Public Safety Sales Tax Trust Fund, Economic Development Tax Trust Fund, Local Parks Fund, Public Safety Sales and Use Tax Fund (Prop P), Neighborhood Parks Fund, BJC/City Trust Fund, Miscellaneous Special Funds, Trustee Lease Fund, Riverfront Gaming Fund, Various Grant Funds, Tax Increment District Special Allocation Fund, City Convention and Sports Facility Trust Fund, Judgment Fund, and Employee Benefits Fund (Department of Personnel) for the Fiscal Year beginning July 1, 2026 and ending June 30, 2027, amounting in the aggregate to the sum of One Billion, Four Hundred Fifteen Million, Two Hundred Twenty-Six Thousand, Seven Hundred Eight Dollars ($1,415,226,708) which sum is hereby appropriated from Revenue and Special Funds named for the purposes hereinafter enumerated and containing an emergency clause.

BOARD BILL NUMBER 1 INTRODUCED BY PRESIDENT MEGAN E. GREEN
COSPONSOR: ALDERMAN RASHEEN ALDRIDGE

An ordinance making appropriation for payment of Interest, Expenses and Principal of the City's Bonded Indebtedness, establishing City tax rates, and making appropriation for current year expenses of the City Government, Water Division, St. Louis Airport Commission, Affordable Housing Trust Fund, Health Care Trust Fund, Use Tax Excess Trust Fund, Building Demolition Fund, Assessor, Police Contracts Fund, Communications Division, City Employee Pension Trust Fund, Forest Park Fund, Child Support Unit (Circuit Attorney's Office), Circuit Attorney Training and Collection Fee Funds, Public Administrators Fund, Port Administration Fund, Fire Department EMS GEMT Fund, Peace Officer Training Fund, Capital Improvement Projects Fund, Capital Improvements Sales Tax Trust Fund, Metro Parks Sales Tax Fund, Centralized Mailroom and Equipment Services Fuel Internal Service Funds, Tourism Fund, Lateral Sewer Fund, Public Safety Trust Fund, Public Safety Sales Tax Trust Fund, Economic Development Tax Trust Fund, Local Parks Fund, Public Safety Sales and Use Tax Fund (Prop P), Neighborhood Parks Fund, BJC/City Trust Fund, Miscellaneous Special Funds, Trustee Lease Fund, Riverfront Gaming Fund, Various Grant Funds, Tax Increment District Special Allocation Fund, City Convention and Sports Facility Trust Fund, Judgment Fund, and Employee Benefits Fund (Department of Personnel) for the Fiscal Year beginning July 1, 2026 and ending June 30, 2027, amounting in the aggregate to the sum of One Billion, Four Hundred Fifteen Million, Two Hundred Twenty-Six Thousand, Seven Hundred Eight Dollars ($1,415,226,708) which sum is hereby appropriated from Revenue and Special Funds named for the purposes hereinafter enumerated and containing an emergency clause.

BE IT ORDAINED BY THE CITY OF ST. LOUIS, AS FOLLOWS:

SECTION ONE.

There is hereby appropriated and set apart out of the Interest and Sinking Fund Revenue the sum of Nine Million, One Hundred Eighty-Two Thousand, Eighty Hundred Twenty-Eight Dollars ($9,182,828) for the payment during the Fiscal Year of INTEREST, EXPENSES AND PRINCIPAL due on the CITY BONDED INDEBTEDNESS, as hereinafter detailed.

FUND 1301 GENERAL OBLIGATION DEBT SERVICE FUND

Account Code	Purpose				Total Amounts
	For Payment of INTEREST DUE this Fiscal Year on Outstanding bonds of the Following Issues:				
	Amount Outstanding	Authorization Ordinance	Bonds Dated		
	General Obligation Bonds:				
5757000	$ 20,150,000	70356	November 10, 2016		$ 883,344
	$36,345,000	70715	November 15, 2018		$1,817,250
	$ 450,000	70956	August 20, 2020		$ 6,525
	$ 2,715,000	70956	March 3, 2022		$ 60,524
	$14,745,000	71445	June 27, 2024		$ 737,250
	$ 4,500,000	70956	March 28, 2024		$ 227,935
					$3,752,828
5757000	For Payment when Authorized by the Board of Estimate and				

Apportionment of EXPENSES Arising in Connection with the City's Bonded Debt ……..……..…….$50,000

For Payment of PRINCIPAL as it matures this Fiscal Year on Outstanding Bonds of the Following Issue:

	Amount Outstanding	Authorization Ordinance	Bonds Dated	
	General Obligation Bonds:			
5755000	$20,150,000	70356	November 10, 2016	$ 1,500 000
	$36,345,000	70715	November 15, 2018	$1,755,000
	$ 450,000	70956	August 20, 2020	$ 450,000
	$ 2,715,000	70956	March 3, 2022	$ 885,000
	$14,745,000	71455	June 27, 2023	$ 0
	$4,500,000	70956	March 28, 2024	$ 810,000
SUBTOTAL PRINCIPAL				$5,400,000
TOTAL FUND 1301 …….				$9,182,828

SECTION TWO.

Under and by authority of Section 3 of Article XVI of the Charter, there are hereby levied the following rates of the City taxes for the year 2026 on the assessed valuation of all real and personal property within the City made taxable by law for State purposes, to wit:

(1) For municipal purposes, One Hundred cents ($1.000) on each One Hundred Dollars ($100.00) assessed valuation of real and tangible personal property.

(2) For county purposes within the City, Thirty-Five cents ($.3500)

on each One Hundred Dollars ($100.00) assessed valuation of real and tangible personal property.

(3) For hospital purposes, Ten cents ($.1000) on each One Hundred Dollars ($100.00) assessed valuation of real and tangible personal property.

(4) For public health purposes, Two cents ($.0200) on each One Hundred Dollars ($100.00) assessed valuation of real and tangible personal property.

(5) For recreation purposes, Two cents ($.0200) on each One Hundred Dollars ($100.00) assessed valuation of real and tangible personal property.

SECTION THREE.

FUND 1000 GENERAL FUND

There is hereby appropriated and set apart the sum of Six Hundred Thirty-Seven Million, eighty-Three Thousand, Two Hundred Sixty-Six Dollars ($637,083,266) which appropriation consists of Five Hundred Ninety-Eight Million, Four Hundred Sixty-Eight Thousand, Two Hundred Sixty-Six Dollars ($598,468,266) from Municipal Revenue Funds, Eight Million, Two Hundred Thousand Dollars ($8,200,000) from the State Gasoline Tax with any amounts over this total allocated to the Capital Improvements Fund, Three Million, Seven Hundred Thousand Dollars ($3,700,000) from Motor Vehicle Sales Taxes, Three Hundred Thousand Dollars ($300,000) from the Improved Wharf Fund for the DEPARTMENT OF STREETS, Seven Million, Seven Hundred Thousand Dollars ($7,700,000) from the Tourism Fund for the CERVANTES CONVENTION CENTER, Twelve Million Dollars ($12,000,000) from the City Convention and Sports Facility Trust Fund, for the purposes set forth in §67.657.10 R.S.Mo. (1992 Supp.) and for no other purposes whatsoever, Nineteen Thousand Dollars ($19,000) from Sheriff's Auction proceeds,

Seven Hundred Fifty Thousand Dollars ($750,000) in payments from the Land Reutilization Authority, Thirty-Five Thousand Dollars ($35,000) in released TIF fund revenues, Four Million, Five Hundred Ninety-One Thousand Dollars ($4,591,000) from the City Employee Pension Trust Fund for purposes set forth in Ordinance No. 67815, and authorizing and directing the Collector of Revenue, pursuant to §67.657.9 R.S.Mo. (1992 Supp.), by contract or otherwise, to collect the taxes authorized under the provisions of §67.657.8 R.S.Mo. (1992 Supp.), and not withstanding ordinance 69202, One Million, Three Hundred Twenty Thousand Dollars ($1,320,000) as the estimated 60% of Certificate of Inspection revenues previously allocated to the Lead Remediation Fund, the aforementioned sums to be utilized for the Support, Maintenance and Operations of the Several Departments, Boards, Offices, etc. of the City Government for the ensuing year as hereinafter detailed.

SECTION FOUR.

FUND 1001 POLICE CONTRACT FUNDS

There is hereby appropriated One Million, Seven Hundred Seventy Thousand Dollars ($1,770,000) in Police Department receipts from various agencies for providing police services on a contractual basis with those agencies, with expenditures subject to the availability of funds from the funding agencies.

FUND 1002 COMMUNICATIONS FUND

There is hereby appropriated and set apart the sum of One Million, Three Hundred Fifty-Eight Thousand, Two Hundred Eight Dollars ($1,358,208) from the Communications Division Fund and anticipated revenues for the operations and expenses of the COMMUNICATIONS DIVISION-DEPARTMENT OF PUBLIC UTILITIES, and Ninety-Seven Thousand, Four Hundred Fifteen

Dollars ($97,415) from projected rental payments from wireless service providers for deployment of small wireless facilities in the City Right of Way pursuant to Ordinance Number 70892 as hereinafter detailed.

FUND 1110 LOCAL USE TAX TRUST FUNDS

There is hereby appropriated and set apart out of accrued local use tax revenues and local use tax revenues allocated under the provisions of Ordinance No. 65609 the following: Six Million, Seven Hundred forty-Seven Thousand One Hundred Seventy-Eight Dollars ($6,747,178) from the AFFORDABLE HOUSING TRUST to the AFFORDABLE HOUSING COMMISSION for providing for the development and preservation of affordable and accessible housing, Six Million, Twenty-Five Thousand Dollars ($6,025,000) from the HEALTH CARE TRUST FUND for public health care services including One Million, One Hundred Thousand Dollars ($1,100,000) for supporting the office of the Health Commissioner and One Million, Twenty-Five Thousand Dollars for supporting the Inmate Medical Care Unit of the Health Division, Five Million, Five Hundred Thousand Dollars ($5,500,000) from the USE TAX DEMOLITION FUND to the BUILDING COMMISSIONER for demolition of derelict buildings and Fifty-Three Million, Nine Hundred Ninety-Five Thousand, Two Hundred Sixty-Five Dollars ($53,995,265) from the USE TAX EXCESS TRUST FUND consisting of Thirteen Million, Six Hundred Fifty Thousand, One Hundred Ninety-One Dollars ($13,650,191) for public health care services of the DEPARTMENT OF HEALTH AND HOSPITALS, Three Million, Forty-Eight Thousand, Two Hundred Forty Dollars ($3,048,240) and One Million, Eighty-Four Thousand, Three Hundred Seventy-Two Dollars ($1,084,372) for neighborhood preservation efforts of the BUILDING DIVISION and REFUSE DIVISION respectively, Seventeen Million, Six Hundred Twenty-Seven Thousand

Dollars ($17,627,000) for public safety efforts of the POLICE DEPARTMENT, Six Hundred Seventy-Five Thousand Dollars ($675,000) and Two Million, Six Hundred Fifty Thousand Dollars ($2,650,000) for estimated firefighter & police pension costs respectively, Eight Million, Eight Hundred Thirty-Seven Thousand, One Hundred Eight Dollars ($8,837,108) for the office of Violence Prevention, Four Million, Six Hundred Ninety-Nine Thousand Nine Hundred Forty-Five Dollars ($4,699,945) for emergency housing Administrative Services which includes One Million, Twenty-Five Thousand Dollars for the Right to Counsel program of the DEPARTMENT OF HUMAN SERVICES, Seven Hundred Forty-Eight Thousand, Four Hundred Nine Dollars ($748,409) for the Affirmative Litigation Unit of the City Counselor's Office and Two Million Dollars ($2,000,000) for the Forestry Division for weed and debris clearance efforts.

FUND 1111 MISCELLANEOUS SPECIAL FUNDS

There is hereby appropriated and set apart the sum of One Million, Twenty-Six Thousand, One Hundred Thirty-Six Dollars ($1,026,136) from Administrative Fee Charges to departments for operations of the Benefits Section of the Department of Personnel, Six Million, Seventy-Eight Thousand Dollars ($6,078,000) in telephone gross receipts tax revenues for the City Employee Pension Trust Fund for purposes set forth by Ordinance No. 67815 revenues accruing to the Employee Pension Trust Fund in excess of the appropriated amount may be remitted to the General Fund for purposes consistent with the ordinance, Four Hundred Ninety-Three Thousand, four Hundred Forty-Three Dollars ($493,443) in Building Demolition Fund Revenues for the Problem Properties Unit of the CITY COUNSELOR'S OFFICE, Two Million, Five Hundred Six thousand, Six Hundred Seventy-Six Dollars ($2,506,676) in rent revenues and subsidies to the COMPTROLLER'S OFFICE for the operation of the Gateway Transportation Center, Two

Million, Seventy Thousand, Three Hundred Thirteen Dollars ($2,070,313) in TIF Revenues for TIF administrative costs of the Comptroller's Office, Two Million, Three Hundred Eighty-Five Thousand Dollars ($2,385,000) received into the FOREST PARK FUND for improvements to Forest Park and consistent with Ordinance 64437 whereas one of the "funding sources policies" approved by the Board of Aldermen and adopted by the Community Development Commission in Section 2.4 of the Goals and Policies called upon the City to "Consider applying all revenue generated from Forest Park to activities, improvements and operations within Forest Park", provided however that the Round Up funds appropriated by this ordinance shall only be expended for a project, or projects, proposed by the Director of Parks, Recreation and Forestry and approved by resolution of the Committee on Parks & Environmental Affairs of the Board of Aldermen pursuant to Ordinance 62196, which is codified as Chapter 5.76 R.C., 1994, Annotated, Six Hundred Eighteen Thousand Dollars ($618,000) in reimbursement payments to the Forest Park Fund for Forest Park maintenance efforts of the Parks Department, Seven Hundred Seventy-Thousand, Three Hundred Five ($770,305) in the Forest Park Residual Revenue Account for Park Maintenance, Forty Thousand, Three Hundred Seventy-Five Dollars ($40,375) from special revenues related to Lafayette Square Park for Park Maintenance efforts of the PARKS DEPARTMENT, Three Hundred Sixty-Seven Thousand, Nine Hundred Forty-Five Dollars ($367,945) from private sources for Forest Park maintenance efforts of the FORESTRY DIVISION. Thirty Thousand ($30,000) in Special Demolition Funds, to the Forestry Division for hazardous tree removal, Fifteen Thousand ($15,000) to the Parks Division from Downtown Vending Fee Funds, One Million, Nine Hundred Sixty-Five Thousand, Four Hundred Twenty-Five Dollars ($1,965,425) out of the PARENT LOCATOR FUND for the operation of the CHILD

SUPPORT UNIT of the Circuit Attorney's Office, Four Thousand Dollars ($4,000) for the CIRCUIT ATTORNEY'S TRAINING FUND, One Hundred Ninety Thousand, Six Hundred Twenty-Four Dollars ($190,624) from revenues generated by the Circuit Attorney from the collection of delinquent taxes to fund the collection effort, Six Hundred Fifty-One Thousand, Two Hundred Thirty-One Dollars ($651,231) from revenues generated by the OFFICE OF THE PUBLIC ADMINISTRATOR for services performed by that office, Five Hundred Forty-Seven Thousand, Two Hundred Forty-Five Dollars ($547,245) from CHILDREN SERVICES FUND revenues for programs for juveniles at the Juvenile Division of the 22nd JUDICIAL CIRCUIT COURT, Six Hundred thirty-Four Thousand, Two Hundred Eighty-One Dollars ($634,281) from PARKING DIVISION FUNDS allocated pursuant to Ordinance No. 70057 for the operation of the TREASURER'S OFFICE OF EMPOWERMENT, Two Hundred Eight Thousand, Eight Hundred Forty-Eight Dollars ($208,848) in General Revenue for a Municipal ID Program in the TREASURER'S OFFICE, Forty Thousand Dollars ($40,000) from Micro Mobility Permit Fee Revenue for related expenses at the Street Department, One Hundred Thirty Thousand, Four Hundred Sixty-Seven Dollars ($139,467) from fees generated by the Street Excavation Restoration Program for the STREETS DEPARTMENT to be used solely for materials and equipment required to properly seal pavement joints following street excavations, Two Hundred Sixty-Five Thousand, Nine Hundred Thirteen Dollars ($265,913) from the Metro Trash Fund for Refuse Division Trash Collection at Metro Facilities, Three Million, Four Hundred Fifty-Five Thousand Dollars ($3,455,000) from Improved Wharf Fund revenues to fund the PORT AUTHORITY Budget, Ten Million, Six Hundred Seventy-Seven Thousand Dollars ($10,677,000) in Ground Maintenance Emergency Medical Transport Funds providing funding for payment of the Non-Federal share and

administrative fees to the Missouri Department of Social Services, other equipment and supplies and notwithstanding the provisions of Ordinance Number 71135, other expenses of the FIRE DEPARTMENT, Four Million, Six Hundred Twenty-One Thousand, Two Hundred Twenty-Three Dollars ($4,621,223) from Lead Remediation Funds for BUILDING COMMISSIONER oversight of Lead Remediation Efforts, Nine Hundred Thousand Dollars ($900,000) from Jail Facilities funds for improvements at the CITY JUSTICE CENTER, One Hundred Thirty-Nine Thousand Four Hundred Eighty-Two Dollars ($139,482) from building code violation fees for vacant building enforcement initiatives of the BUILDING DIVISION, Nine Hundred Fifty-Five Thousand Dollars ($955,000) from telephone commissions of Corrections Division for Corrections Division Program Expenses, Fifty Thousand Dollars ($50,000) from revenues received pursuant to Ordinance No. 61294 and deposited into the Police Training Fund Account for the sole purpose of training of peace officers, Four Hundred Seventy-Five Thousand Dollars ($475,000) which appropriation consists of Four Hundred Fifty-Five Thousand Dollars ($455,000) from court costs pursuant to Ordinance 62751, for the purpose of providing operating expenses for shelters to battered persons and Twenty Thousand Dollars ($20,000) from Marriage and Marriage Dissolution Fees pursuant to Ordinance 58745 for the purpose of providing financial assistance to shelter for victims of domestic violence pursuant to Section 455.000 to 455.230, R.S.Mo., 1996, One Hundred Sixty Thousand Dollars ($160,000) to the Dept. of Human Services for the Impacted Tenant's Fund, Five Hundred sixty-Eight Thousand, Two Hundred Forty ($568,240) in building violation fine and fee revenue with One Hundred Seven Thousand, Five Hundred Fifty-Three Dollars ($107,553) to the City Counselor's Office, Three Hundred Twenty-Eight Thousand Dollars ($328,000) to the Community Development Agency and One Hundred Thirty-Two

Thousand, Six Hundred Eighty-Seven Dollars ($132,687) to the Building Division for activities pursuant to Ordinance No. 71990 pertaining to the Vacant building Initiative II, and Two Million, Nine Hundred Seventy-Three Thousand, Two Hundred Twelve Dollars ($2,973,212) received pursuant to the provisions of Ordinance No. 62830 and other revenues deposited into the Building Demolition Fund to be used to finance demolition and board up of dangerous buildings, notwithstanding, the provisions of Ordinance 62830, the Building Commissioner is hereby authorized to expend monies by contract or otherwise for the purposes set forth in Ordinance 62830 and to effect transfers between accounts in Fund 1111, Department 620 for the purpose of providing for necessary operating expenses of the Building Division in accordance with the transfer provisions of this Ordinance and in addition to the above appropriation, any funds received subject to refund pursuant to Ordinance No. 63838 are to be refunded according to the provisions of said ordinance.

FUND 1112 RIVERFRONT GAMING FUND

There is hereby appropriated and set apart the sum of Five Million, Six Hundred Eighty-Seven Thousand Dollars ($5,687,000) out of revenues received from fees pursuant to §313.820 and §313.822 R.S. Mo. for the purposes of providing for the safety of the public visiting excursion gambling boats, and the purchase of capital equipment and improvements, as hereinafter detailed.

FUND 1113 CONVENTION AND TOURISM FUNDS

There is hereby appropriated and set apart out of revenues derived from taxes and license fees under Ordinance No. 56263, and other revenues deposited to the Tourism Fund, the sum of Seven Million, Seven Hundred Seventy-Five Thousand Dollars ($7,775,000) for expenditure by the CONVENTION AND TOURISM BUREAU for the purposes listed in Section 3.64.020 of the

Revised Code of the City of St. Louis, 1980 Annotated; provided, however, that any contract approved by the Convention and Tourism Bureau providing for payment to any one corporation or organization in excess of or aggregating in excess of $100,000 during any one fiscal year of the City shall be subject to the concurrence of the St. Louis Board of Aldermen, which concurrence shall be evidenced by resolution of such Board adopted after request of the Convention and Tourism Bureau, or by specific inclusion in this Budget Ordinance. There is hereby appropriated and set apart the sum of Twelve Million Dollars ($12,000,000) from the funds deposited in the City CONVENTION and SPORTS FACILITY TRUST FUND, for the purposes set forth in §67.657.10 R.S.Mo. (1992 Supp.) and for no other purpose whatsoever. Revenues accruing to the Convention and Sports Facility Trust Fund in excess of the appropriated amount may be remitted to the General Fund for purposes consistent with the statute up to the amount of excess revenues available.

FUND 1115 ASSESSMENT FUND

There is hereby appropriated and set apart for the Assessor's Office the sum of Five Million, Eight Hundred Fifty-Two Thousand, Four Hundred Seventy-Four Dollars ($5,852,474) which appropriation consists of Three Million, Eight Hundred Fifty-Two Thousand, Four Hundred Seventy-Four Dollars ($3,852,474) from the ASSESSMENT FUND and Two Million Dollars ($2,000,000) from the General Fund Appropriation.

FUND 1116 PUBLIC SAFETY TRUST FUND

There is hereby appropriated out of Graduated Business License Tax revenues allocated according to the provisions of Ordinance 67193 the following: Four Hundred Eight Thousand, Six Hundred Eighty-Six Dollars ($408,686) for enhanced, and not withstanding Ordinance 67193, existing

problem properties and nuisance crime prosecution efforts of the CITY COUNSELOR'S OFFICE, Eight Hundred Sixty-Five Thousand, Eight Hundred Fifty-Eight Dollars ($865,858) for enhanced criminal prosecution efforts of the CIRCUIT ATTORNEY'S OFFICE, and One Million, Nine Hundred Twenty-Five Thousand Dollars ($1,925,000) for enhanced police services and notwithstanding Ordinance 67193 other operations of the POLICE DEPARTMENT.

FUND 1117 LATERAL SEWER FUND

There is hereby appropriated and set apart out of anticipated revenues to the Lateral Sewer Fund the sum of Two Million, Eight Hundred Fifty-Six, Six Hundred Twelve Dollars ($2,856,612) for the operations and expenses of the Lateral Sewer Program.

FUND 1118 SPECIAL PARK FUNDS

There is hereby appropriated and set apart from revenues in the Local Parks Fund, Five Million, Six Hundred Eighty-Two Thousand, One Hundred Thirty-Four Dollars ($5,682,134) to the DIRECTOR OF PARKS for the purpose of funding construction and maintenance of new and existing recreation centers and Parks and Recreation programs pursuant to Ordinance No. 67195. There is hereby appropriated and set apart from payments from general revenue into the Neighborhood Parks Fund to the DIRECTOR OF PARKS for park improvements, Two Million, Eight Hundred Fifty-Nine Thousand, Thirty-Three Dollars ($2,859,033). There is hereby appropriated and set apart from revenues deposited into the BJC/City Trust Fund, Two Million, Seven Hundred Thirty-Two Thousand Twenty-Six Dollars ($2,732,026) to the DIVISION OF PARKS for maintenance of Forest Park pursuant to Ordinance No. 67477, and Twenty-Nine Thousand Four Dollars ($29,004) from miscellaneous recreation center fees to the DEPARTMENT OF RECREATION for the purpose of funding City recreation centers.

FUND 1119 CITY PUBLIC SAFETY PROTECTION SALES TAX FUND

There is hereby appropriated and set apart from revenues in the City Public Safety Protection Sales Tax Fund per Ordinance 67794 Twenty-Three Million, Twenty-Five Thousand Dollars ($23,025,000) consisting of Five Million, Five Hundred Thousand Dollars ($5,500,000) for police pensions and Five Million, Five Hundred Thousand Dollars ($5,500,000) for firefighters' pensions in the Public Safety Pension Trust Sub-Account, Four Million, Six Hundred Thousand Dollars ($4,600,000) and One Million, Six Hundred Twenty-Five Thousand Dollars ($1,625,000) for costs of FY09 salary increases for police and police civilian employees of the Police Department and firefighters respectively, Four Million, Eight Hundred Thousand Dollars ($4,800,000) for a portion of the costs of compensating and providing benefits including pension funding for that number of new police officers, as provided by law, which would result in a police force of approximately One Thousand Four Hundred (1,400) officers and One Million Dollars ($1,000,000) for crime prevention programs to be administered by resolution of the St. Louis Board of Aldermen with approval of the Public Safety Committee and overseen by the City's Public Safety Department.

FUND 1120 ECONOMIC DEVELOPMENT SALES TAX TRUST FUND

There is hereby appropriated and set apart out of sales taxes received into the Economic Development Sales Tax Fund, the sum of Twenty-Seven Million, Five Hundred Fifty-Two Thousand, Eight Hundred Thirty Dollars ($27,552,830) for purposes set forth in Section 67.1305 R.S.Mo and further specified in Ordinance No. 70435 as hereinafter detailed.

FUNDS 1121 PUBLIC SAFETY SALES AND USE TAX FUND

There is hereby appropriated out of sales and use taxes received into the Public Safety Sales and Use Tax Fund, the sum of Thirty-Four Million, Seven Hundred Forty-Six Thousand, Six Hundred

Seventy Dollars ($34,746,670) for the purposes set forth in Ordinance No. 70580 as hereinafter detailed.

FUND 1205 CAPITAL IMPROVEMENT PROJECTS FUND

Pursuant to Ordinance No. 60419, there is hereby appropriated and set apart the sum of Twenty-One Million, Nine Hundred Twelve, Two Hundred Thirty-Six Dollars ($21,912,236) from Capital Fund sources as follows: One Million, Two Hundred Forty-Four Thousand Dollars ($1,244,000) in transfers from the General Fund, One Million, Two Hundred Thousand, Dollars ($1,200,000) from Courthouse Restoration Funds, Six Million, Eight Hundred Thousand Dollars ($6,800,000) from the state gasoline tax for improvements of streets and bridges, Two Million, three Hundred Seventy-Six Thousand, One Hundred Dollars ($2,376,100) from the Economic Development Sales Tax Fund, Six Hundred Fifty Thousand Dollars ($650,000) from the Riverfront Gaming Fund, and Four Hundred Thousand Dollars ($400,000) in rent from City owned property on Central Industrial Drive, Four Million Dollars ($4,000,000) from prior year unappropriated Capital Balances, Five Million, Two Hundred Fifty Thousand Dollars ($5,250,000) as the remaining unappropriated portion of the one half of the General Fund operating surplus from the prior year, all for the purchase of capital equipment and improvements, as detailed in **Exhibit A** and authorizing the Board of E & A to enter into Lease Purchase agreements for various assets in an amount not to exceed Thirty Five Million Dollars ($35,000,000) subject to annual appropriation for a term not to exceed ten years, to expend such amounts for various assets including capital equipment and building improvements and granting a security interest and providing for maintenance and pre-payment in the event of default and providing for such other and reasonable, customary terms as necessary. Notwithstanding the provisions of Ordinance No. 60419 as

amended by Ordinance No. 61250, the Capital Fund amount of one-half of any General Fund balance from the immediately preceding fiscal year credited to the Capital Fund shall be interpreted as one-half of the General Fund operating balance, provided that such operating balance is greater than zero, of the immediately preceding fiscal year. Furthermore, notwithstanding the provisions of Ordinance No. 60419 as amended by Ordinance No. 61250, the transfer of one-half of the General Fund operating balance from the preceding fiscal year shall be suspended if the unreserved general fund balance is below five percent of the general fund budget. The signatures of the President of the Board of Public Service, the Chair of the Capital Committee and the Comptroller shall be required for commitment of money from this fund.

FUND 1207 METRO PARKS SALES TAX FUND

There is hereby appropriated and set apart the sum of Five Million, Three Hundred Seventeen Thousand, One Hundred Twenty-Seven Dollars ($5,317,127) from revenues received from the 1/10 cent Metro Parks Sales Tax, and from the 3/16 cent Metro Parks Sales Tax for park purposes including improvements, establishment, administration, operation and maintenance as detailed in **Exhibits H, I , J,** and **K**. Revenues accruing to the Forest Park sub-account of the Major Parks Capital Improvements account in excess of the appropriated amount shall be expended for improvements to Forest Park pursuant to Ordinance 71893 and the Forest Park Amended and Restated Maintenance Agreement.

FUND 1208 CAPITAL IMPROVEMENTS SALES TAX TRUST FUND

There is hereby appropriated and set apart the sum of Twenty-Three Million, One Hundred Forty-Two Thousand, Nine Hundred forty-Four Dollars ($23,142,944) from revenues in the Capital Improvements Sales Tax Trust Fund, for the following purposes and in the following amounts,

as detailed in **Exhibits B** through **G**, Ten Million, Seven Hundred Twenty-Eight Thousand, Two Hundred Fifty Dollars ($10,728,250) for capital improvements in the 14 Wards of the City, Four Million, Thirty-Four Thousand, Forty-Nine Dollars ($4,034,049) for capital improvements in major and citywide parks, Six Hundred Forty-Three Thousand, Six Hundred Ninety-Five Dollars ($643,695) for Capital Improvements in Recreation Centers, Two Million, One Hundred Forty-Five Thousand, Six Hundred Fifty Dollars ($2,145,650) for debt service payments and, notwithstanding the provisions of Section Nine of Ordinance No. 62885, other capital improvements related to the Police Department, Four Million, Two Hundred Ninety-One Thousand, Three Hundred Dollars ($4,291,300) for City wide capital improvements, One Million, Three Hundred Thousand Dollars ($1,300,000) for salaries and expenses of the DEPARTMENT OF THE PRESIDENT, BOARD OF PUBLIC SERVICE and the DEPARTMENT OF STREETS for design and engineering costs related to capital improvement projects. Notwithstanding the preceding paragraph, and the provisions of Section Nine of Ordinance 62885, approved June 4, 1993, and any other ordinance to the contrary, revenues in each of the sub-accounts for the Ward Improvement Account of the Capital Improvements Account of the Capital Improvements Sales Tax Trust Fund No. 1208, may be transferred, deposited and used only within another sub-account of the Ward Improvement Account of the Capital Improvements Account of the Capital Improvements Sales Tax Trust Fund 1208, for purposes and uses as required by ordinance 62885, upon the recommendation of the Alderpersons of the Wards which sub-accounts will be so transferred and deposited, and upon the recommendation and approval of the Board of Estimate and Apportionment. Revenues accruing to the Forest Park sub-account of the Major Parks Capital Improvements account in excess of the appropriated amount shall be expended for improvements

to Forest Park pursuant to Ordinance 71893 and the Forest Park Amended and Restated Maintenance Agreement.

FUND 1302 TRUSTEE LEASE FUND

There is hereby appropriated and set apart from funds on deposit in Trustee Lease accounts including funds transferred into this fund for payment of pension debt obligations, and revenues generated from such funds, the amount of Three Million, Eight Hundred Eighty-One Thousand, Four Hundred Forty-Nine Dollars ($3,881,449) for payments on various lease debt agreements of the City, and for project costs as appropriate.

FUND 1401 STATE SUBSIDIZED REDEVELOPMENT PROJECT FUND

There is hereby appropriated and set apart all funds deposited in the Special Allocation Fund for PILOTS Account, 50% Economic Activities Taxes (EATS) Account, 25% Municipal Revenue EATS Subaccount, and 25% Contractually Pledged City EATS Subaccount after the closing of Municipal Revenue EATS Subaccount to be used in accordance with the Application for the Ballpark Village MODESA. There is hereby appropriated and set apart all funds deposited in the Special Allocation Fund for PILOTS Account and 50% Economic Activities Taxes (EATS) Account to be used in accordance with the Application for the St. Louis Innovation District RPA7 SSTIF (State Supplemental Tax Increment Financing).

FUND 1402 TAX INCREMENT FINANCINGS

There is hereby appropriated and set apart all funds deposited in the PILOT Account and the Economic Activity Taxes Account (EATS) of the 600 Washington Tax Increment District Special Allocation Fund to be used for payment of principal and interest associated on the LCRA Recovery Zone Facility Special Obligation Redevelopment Bonds Series 2021, respectively.

There is hereby appropriated and set apart all funds deposited in the PILOT Account and Economic Activity Taxes (EATS) account of the following Tax Increment District Funds, such funds to be used to fund Public Projects within each district respectively:

Old Post Office #15	1133 Washington Avenue #42	Bee Hat (1021 Washington) #73
4200 Laclede #17	410 N Jefferson #44	Syndicate Trust Building #79
Tech Electronics #19	Warehouse of Fixtures #46	Ludwig Lofts #80
1505 Missouri #20	Marquette Building #48	Euclid/Buckingham #81
Grand Center #21	1136 Washington Avenue #50	Union Club #82
Walter Knoll Florist #22	Washington East Condos #51	Park Pacific #83
Louderman Building #23	Bottle District #52	2200 Gravois #84
920 Olive/1000 Locust #24	1300 Convention Plaza #55	600 Washington #85
Grace Lofts #25	Mississippi Place #56	4100 Forest Park II #87
Paul Brown #26	Alder Lofts #59	Grand/Cozens/Evans #88
Terra Cotta Annex #28	Dogtown Walk II #60	Ball Park Lofts #89
Southtown Redevelopment #30	East Bank Lofts #61	George E Walsh Building #90
2500 S 18th Street #31	2300 Locust #62	1818 Wash/Tudor Bldg. #91
Soulard Apartments #32	Pet Building #63	Foundry #95
Printer's Lofts #33	Moon Bros. Carriage Lofts #65	Leather Trade Building #101
City Hospital RPA1 #34	1635 Washington Avenue #67	City Hospital RPA3 #102
Fashion Square #35	3949 Lindell #68	1910 Locust #106
1601 Washington Avenue #36	Ely Walker Lofts #69	1001 Locust #112
1619 Washington Avenue #37	West Town Lofts #70	South Carondelet1 #113
Security Building #39	Southside Natl. Bank Bldg. #71	South Carondelet2 #114
Shenandoah Place #41	Packard Lofts #72	City Hospital RPA2 #116

South Carondelet4 #118	North Broadway/Carrie #141	32 N. Euclid #159
Magnolia Thurman #119	1549-1601 S Jefferson RPA1 #142	Northeast Hampton/I-44 #160
4900 Manchester #121	1549-1601 S Jefferson RPA2 #143	634 N Grand RPA 1 #161
3693 Forest Park #122	2727 Washington #144	City Foundry #162
374 South Grand #123	Northeast Hampton/Berthold #145	Northgate #163
Midtown Lofts #124	Carondelet Coke #146	Armory District RPA 1 #164
REO Lofts #125	100 N Euclid (City Walk) #147	Armory District RPA 2 #165
1225 Washington #128	St. Louis Innovation RPA 1A #148	Armory District RPA 3 #166
Laurel/555 Washington #129	St. Louis Innov. RPA 1AII #149	Jefferson Arms #167
Chouteau Crossing #130	St. Louis Innovation RPA 1B #150	6300 Clayton #168
Ford Building #132	Northside Regen. RPA C #151	Muni. Crt. Bldg Hotel RPA1 #169
Taylor Carrie Ph1 #134	Northside Regen. RPA D #152	St. Louis Innov. RPA3 #170
Northside Regen. RPA A #135	Carrie Ave #153	Greenleaf Project #171
Northside Regen. RPA B #136	706 Market #154	900 N Tucker #172
Railway Exchange Building #137	St. Louis Innovation RPA 5 #155	Healthworks #173
1111 Olive #139	Union Station Phase 2 #157	Forest Park Transit #174

In addition to the amounts appropriated above for the Old Post Office TIF District, revenues in the amount of 34.25% of EATS generated by activities within Old Post Office Redevelopment Area are appropriated and set apart in the Old Post Office TIF special allocation fund, plus an amount equivalent to the actual amount of taxes generated by economic activities within the Old Post Office Redevelopment Area received by the City and deposited into the City's general fund in the calendar year ended December 31, 2001, up to the amount of $50,000. Additionally, all remaining

EATS generated by economic activities within Southtown Redevelopment Area and 600 Washington Redevelopment area and not otherwise appropriated herein are appropriated and set apart in the Southtown Redevelopment TIF special allocation fund and 600 Washington Redevelopment TIF Special Allocation Fund, respectively. Additionally, revenues are appropriated and set apart in the Laurel/555 Washington Special Allocation Fund in an amount equal to revenues received by the City from taxes imposed on sales or charges for sleeping rooms paid by transient guests of hotels and motels within the Laurel/555 Washington Redevelopment Area. Additionally, revenues are appropriated in Northside Regeneration Special Allocation Fund with 50% of Municipal Revenue set apart for Neighborhood Development Fund with a $1 million cap and thereafter $250,000 in any fiscal year for the Home Improvement Fund. Additionally, revenues are appropriated and set apart in the Jefferson Arms Special Allocation Fund in an amount equal to 50% of revenues received by the City from taxes imposed on sales charges for sleeping rooms paid by transient guests of hotels and motels within the redevelopment area. Additionally, revenues are appropriated and set apart in the St. Louis Innovation District RPA 1A Special Allocation Fund in an amount equal to 50% of revenues received by the City from taxes imposed on sales or charges for sleeping rooms paid by transient guests of hotels and motels within the redevelopment area. Additionally, revenues are appropriated and set apart in the Municipal Courts Building RPA1 Special Allocation Fund in an amount equal to 50% of revenues received by the City from taxes imposed on sales charges for sleeping rooms paid by transient guests of hotels and motels within the redevelopment area.

FUND 1403 OTHER REDEVELOPMENT PROJECTS

There is hereby appropriated and set apart access payments to the Merchant's Laclede Transportation Development District in an amount equal to seventy-five per cent (75%) of the revenues for sales tax, including the 1.375% general fund sales tax, .5% transportation sales tax, .5% capital improvement sales tax, collected in the district. Additionally, revenues are appropriated and set apart in the Schnucks Ninth Street Garage Special Allocation Fund in an amount equal to 50% of revenues received by the City from taxes imposed from the general municipal sales taxes, the capital improvement sales tax, the transportation sales tax, the Metro Parks District Tax, the Parks and Recreation Tax, the Earnings Tax, the Payroll Expense Tax and the Restaurant Gross Receipts Tax; all with any successor as authorized by Ordinance No. 67968. Additionally, revenues are appropriated from the 501 North Broadway Earnings and Payroll Tax Reimbursement Account", in an amount equal to fifty percent (50%) of the "Incremental Increase of earnings, payroll and net profit taxes generated by the developer in an amount in excess of $915,000 per calendar year as and when received by the City, (as authorized by Ordinance 69035). Additionally, debt service is appropriated and maintained annually for Kiel Opera House from Peabody Opera House in the amount of $250,000 of revenues from the 1.375% general fund sales tax. Additionally, revenues are appropriated and set apart in the Cheshire Inn Sales Tax Reimbursement Account in an amount equal to 50% of revenues received by the City from taxes imposed from the general municipal sales taxes, the capital improvement sales tax, the transportation sales tax, parks and recreation sales tax, public safety sales tax, the Restaurant Gross Receipts Tax: all with any successor as authorized by Ordinance No. 68952. Additionally, revenues are appropriated and set apart in the Union Station Sales Tax Reimbursement Account in an amount equal to 50% of revenues received by the City from taxes imposed from the general

municipal sales taxes, the capital improvement sales tax, the transportation sales tax, parks and recreation sales tax, public safety sales tax, the Restaurant Gross Receipts Tax; all with any successor as authorized by Ordinance No. 69430. Additionally, revenues are appropriated and set apart in the 705 Olive Sales Tax Reimbursement Account in an amount equal to 50% of revenues received by the City from taxes imposed from the general municipal sales taxes, the capital improvement sales tax, the transportation sales tax, parks and recreation sales tax, public safety sales tax; all with any successor as authorized by Ordinance No. 70517, nor shall the maximum reimbursement amount exceed $2,300,000 or the aggregate amount of redevelopment project costs identified on approved certificates of reimbursable redevelopment project costs.

FUNDS 1501 THROUGH 1510 FEDERAL AND STATE GRANTS

Funds appropriated by this ordinance as federal and state grants, identified as Fund #1501 through Fund #1510, may be expended up to the amount of appropriation, subject only to the availability of funds from the funding agencies.

FUND 1509 ARPA INTEREST

There is hereby appropriated Five Million Dollars ($5,000,000) from existing interest earnings from ARPA account balances for the purpose of construction and outfitting of the City's new Public Safety Answering Point (PSAP) Facility and One Million Dollars ($1,000,000) in Emergency Shelter Funds for continuation of the Tiny Homes initiative.

FUND 2001 WATER DIVISION ENTERPRISE FUND

There is hereby appropriated and set apart out of the Waterworks Revenue and from Various Accounts as set forth in Section Six (a), (b), (c), (d), and (e) of Ordinance No. 49382 approved March 20, 1955, and Ordinance No. 51378 approved June 22, 1962, and Ordinance No. 55581

approved April 2, 1979, the sum of Eighty-Four Million, One Hundred Sixty-One Thousand, Five Dollars ($84,161,500) for the WATER DIVISION.

FUND 2003 THE CITY OF ST. LOUIS AIRPORT ENTERPRISE FUND

There is hereby appropriated and set apart out of Airport Revenue from the Various Accounts set forth in Section 11 (a), (b), (c), (d), and (e) of Ordinance No. 54999 approved March 19, 1968, the sum of Two Hundred Fifty-One Million, Seventy-Eight Thousand, Seven Hundred Seventy-Four Dollars ($251,078,774) for the CITY OF ST. LOUIS AIRPORT COMMISSION.

FUND 2101 CENTRALIZED MAILROOM INTERNAL SERVICE FUND

There is hereby appropriated and set apart from revenues received for mailroom services and from line item appropriations contained within this ordinance, the sum of Four Hundred Twenty-Six Thousand, Three Hundred Ninety-Four Dollars ($426,394) for the operations of the Centralized Mail Room as an internal service fund.

FUND 2102 EQUIPMENT SERVICES INTERNAL SERVICE FUND

The is hereby appropriated and set apart from revenues received from providing fuel to various city departments and agencies from line item appropriations contained within this ordinance, the sum of Six Million, Five Hundred Thirty-One Thousand Dollars ($6,531,000) for the purchase of gasoline and diesel fuel and related operations of the EQUIPMENT SERVICES DIVISION internal service fund.

FUND 2103 CITY EMPLOYEES' HEALTH INSURANCE PLAN FUND

There is hereby appropriated and set apart from funds deposited into the CITY EMPLOYEES' HEALTH AND HOSPITAL PLAN FUNDS the sum of Thirty-Two Million, Six Hundred Thirty

Thousand Dollars ($32,630,000) for the operations of the Employee Benefits Section of the Department of Personnel.

FUND 2105 POLICE INTERNAL SERVICE FUND

There is hereby appropriated Ten Million, Two Hundred Sixty-Four Thousand, Seven Hundred Six Dollars ($10,264,706) from revenues received from the St. Louis Metropolitan Police Department for support services provided to the department consisting of Five Million, Five Hundred Eighty-Seven Thousand, Seven Hundred Dollars ($5,587,700) and Four Million, Six Hundred Seventy-Seven Thousand, Six Dollars ($4,677,006) for operations of the Facilities Management and Equipment Services Divisions of the Board of Public Service.

SECTION FIVE.

Pursuant to §393.275 R.S.Mo., 2000, the tax rate of any business license tax on the gross receipts of utility corporations imposed pursuant to Ordinances No. 58976 and No. 58977 shall be maintained at the rates provided in such ordinances.

SECTION SIX.

Funds appropriated to Department 190-City Wide Accounts for contractual services shall not be expended without specific approval of that purpose by the Board of Estimate and Apportionment. Such approval shall be evidenced by a majority vote of said Board for each specific expenditure. Such approval by said Board shall be required in addition to the Board's approval of this budget ordinance.

SECTION SEVEN.

By this ordinance, the Comptroller is directed to cause to be made any appropriation transfer within or between or among departments or divisions or funds if such transfers are not more than

$250,000 per occurrence and if they are approved by a majority of the Board of Estimate and Apportionment. For those transfers within a department or division that are between or among accounts in a single account group, the transfers may be made without prior approval of the Board of Estimate and Apportionment, if not more than $250,000 per occurrence and if approved by the Comptroller and Budget Director. Single account groups for these purposes shall be limited to the following: materials and supplies, rental and non-capital leases, non-capital equipment, capital assets and contractual and other services.

SECTION EIGHT.

The Comptroller is hereby authorized to pay obligations incurred prior to July 1, 2026 from previously appropriated funds which have been set aside for the purpose of honoring legally incurred obligations and identified as a reserve for prior year encumbrances and commitments.

SECTION NINE.

Departments with miscellaneous Contractual Services accounts are hereby authorized to enter into contracts for purposes related to the conduct of business of their departments. Departments with contractual service accounts for office and other equipment are hereby authorized to enter into such contracts for repairs to all types of equipment including but not limited to telephones, copiers, fax machines, computers and printers.

SECTION TEN.

The Law Department is hereby authorized to expend, and to enter into contracts, settlements, and other documents, which are hereby approved, for the purpose of expending appropriations to the Judgement Fund for the management of litigation and workers' compensation claims, including

the settling of claims and demands, paying judgments, costs and expenses for litigation, and attorneys' fees.

SECTION ELEVEN.

This being a general appropriations ordinance and an ordinance making an appropriation for the payment of principal and interest of the public debt and for the current expenses of the City, it is an emergency measure within the meaning of Sections 19 and 20 of Article IV of the Charter of the City of St. Louis and therefore this ordinance shall become effective immediately upon its passage and approval by the Mayor.

City of St. Louis
1000 General Fund - C110000 Board of Aldermen - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	3,670,809
511200: Salaries Per Performance Employees	20,000
512000: FICA	280,817
513800: Employee Retirement Plan	588,064
513810: Employee Retirement System Debt Contr	73,416
514700: Workers Compensation Admin	45,885
515000: Medical Insurance	504,900
515030: Life Insurance	14,316
515060: Long Term Disability	5,139
SubTotal	**5,203,346**

TTL Materials and Supplies	
520000: Computer Supplies	18,000
520500: Office Supplies	20,000
SubTotal	**38,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	10,000
SubTotal	**10,000**

Computer Services	
560000: Computer Services	90,000
560500: Office Services	10,000
561000: Communication Services	30,000
563000: Education and Training Services	5,000
565600: Membership Fees	1,000
566000: Professional Services	35,000
566500: Legal Services	25,000
567700: Elected Official Expense Account	75,000
SubTotal	**271,000**

TTL Transfers Out

City of St. Louis
1000 General Fund - C110000 Board of Aldermen - FY27

700002: 27th Pay Reserve	16,152
SubTotal	**16,152**
Department Total	**5,538,498**

City of St. Louis
1000 General Fund - C120000 Mayors Office - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	2,036,624
511200: Salaries Per Performance Employees	23,000
512000: FICA	157,561
513800: Employee Retirement Plan	326,267
513810: Employee Retirement System Debt Contr	40,732
514700: Workers Compensation Admin	25,458
515000: Medical Insurance	217,800
515030: Life Insurance	7,943
515060: Long Term Disability	2,851
SubTotal	**2,838,237**

TTL Materials and Supplies	
520000: Computer Supplies	8,000
520500: Office Supplies	25,000
521000: Communication Supplies	2,000
523000: Education and Training Materials and Supplies	3,000
SubTotal	**38,000**

TTL Rental and Non Capital Leases	
530000: Computer Rental and Leases	1,000
530500: Office Rental and Leases	10,000
531000: Communication Rental and Leases	1,000
SubTotal	**12,000**

Computer Software Licenses	
560001: Computer Software Licenses	5,000
560500: Office Services	3,000
561000: Communication Services	3,000
561005: Cellular Phone Services	1,500
563000: Education and Training Services	8,000
563006: Employee Recognition Awards and Catering	0
565200: Lobbying Services	110,000

City of St. Louis
1000 General Fund - C120000 Mayors Office - FY27

565400: Travel Out of Town	10,000
565500: Transportation	21,000
565600: Membership Fees	10,000
565800: Internal Services	1,500
566000: Professional Services	1,000
567701: Mayor Contingency Fund	30,000
SubTotal	**204,000**
TTL Transfers Out	
700002: 27th Pay Reserve	8,961
SubTotal	**8,961**
Department Total	**3,101,198**

City of St. Louis
1000 General Fund - C123000 Department of Personnel - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	3,250,766
510900: Overtime Regular Employees	60,000
511200: Salaries Per Performance Employees	50,000
511302: Members Various Boards	4,900
512000: FICA	257,099
513800: Employee Retirement Plan	520,773
513810: Employee Retirement System Debt Contr	65,015
514700: Workers Compensation Admin	40,635
515000: Medical Insurance	394,515
515030: Life Insurance	12,678
515060: Long Term Disability	4,551
SubTotal	**4,660,931**

TTL Materials and Supplies	
520000: Computer Supplies	10,000
520500: Office Supplies	27,000
523000: Education and Training Materials and Supplies	1,000
523002: Subscriptions	0
523005: Employee Awards and Incentives	0
523008: Certifications and Professional Licenses	0
SubTotal	**38,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	20,000
SubTotal	**20,000**

TTL Non Capital Equipment	
540000: Computer Equipment	5,000
540500: Office Equipment	7,000
541000: Communication Equipment	0
543000: Education and Training Equipment	3,000
SubTotal	**15,000**

City of St. Louis
1000 General Fund - C123000 Department of Personnel - FY27

Computer Services	
560000: Computer Services	180,000
560001: Computer Software Licenses	8,000
560500: Office Services	12,300
561000: Communication Services	8,000
563000: Education and Training Services	25,000
563001: Training Certification and Licensing	8,000
565100: Health Care Services	20,000
565118: Pre Employment Medicals	150,000
565121: Psychiatric Evaluations	10,000
565500: Transportation	1,500
565600: Membership Fees	3,000
565800: Internal Services	10,000
566000: Professional Services	90,000
566006: Advertising	75,000
566068: Recruiting	1,000
566069: REJIS	60,000
566500: Legal Services	50,000
SubTotal	**711,800**

TTL Transfers Out	
700002: 27th Pay Reserve	30,250
SubTotal	**30,250**

Department Total	**5,475,982**

City of St. Louis
1000 General Fund - C124000 Register - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	166,746
512000: FICA	12,756
513800: Employee Retirement Plan	26,713
513810: Employee Retirement System Debt Contr	3,335
514700: Workers Compensation Admin	2,084
515000: Medical Insurance	29,700
515030: Life Insurance	650
515060: Long Term Disability	233
SubTotal	**242,218**

TTL Materials and Supplies	
520000: Computer Supplies	6,000
520500: Office Supplies	7,000
SubTotal	**13,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	12,000
SubTotal	**12,000**

TTL Non Capital Equipment	
540500: Office Equipment	6,000
SubTotal	**6,000**

Computer Services	
560000: Computer Services	0
560001: Computer Software Licenses	0
560500: Office Services	1,500
565800: Internal Services	500
566000: Professional Services	0
SubTotal	**2,000**

TTL Transfers Out	

City of St. Louis
1000 General Fund - C124000 Register - FY27

700002: 27th Pay Reserve	734
SubTotal	**734**
Department Total	**275,951**

City of St. Louis

1000 General Fund - C126000 Civil Rights Enforcement Agency - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	408,809
510900: Overtime Regular Employees	0
510910: Overtime Police	0
510920: Overtime Fire	0
511200: Salaries Per Performance Employees	29,320
511210: Salaries Per Performance Commissioned	0
511301: Car Allowance	0
511302: Members Various Boards	0
512000: FICA	33,517
512010: FICA Commissioned	0
513800: Employee Retirement Plan	65,491
513810: Employee Retirement System Debt Contr	8,176
514700: Workers Compensation Admin	5,110
515000: Medical Insurance	59,400
515030: Life Insurance	1,594
515060: Long Term Disability	572
SubTotal	**611,990**
TTL Materials and Supplies	
520000: Computer Supplies	0
520500: Office Supplies	3,000
522000: Facility and Grounds Supplies	0
523000: Education and Training Materials and Supplies	3,500
523005: Employee Awards and Incentives	0
523006: Non Employee Awards and Incentives	0
523008: Certifications and Professional Licenses	0
SubTotal	**6,500**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	1,800
533000: Education and Training Rental and Leases	0
SubTotal	**1,800**

City of St. Louis

1000 General Fund - C126000 Civil Rights Enforcement Agency - FY27

Computer Software Licenses	
560001: Computer Software Licenses	1,000
560500: Office Services	1,000
561000: Communication Services	6,200
561003: City Long Distance	0
561004: Line Charges	0
563000: Education and Training Services	3,000
563008: Training Meetings Catering	2,500
565400: Travel Out of Town	3,000
565600: Membership Fees	3,800
565800: Internal Services	3,000
SubTotal	**23,500**
TTL Transfers Out	
700002: 27th Pay Reserve	1,799
SubTotal	**1,799**
Department Total	**645,589**

City of St. Louis

1000 General Fund - C127000 Information Technology Services Agency - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	4,133,931
510900: Overtime Regular Employees	20,000
511200: Salaries Per Performance Employees	90,000
512000: FICA	324,661
513800: Employee Retirement Plan	662,256
513810: Employee Retirement System Debt Contr	82,679
514700: Workers Compensation Admin	51,674
515000: Medical Insurance	539,550
515030: Life Insurance	16,122
515060: Long Term Disability	5,788
SubTotal	**5,926,660**

TTL Materials and Supplies	
520000: Computer Supplies	25,000
520500: Office Supplies	16,800
521000: Communication Supplies	300
521506: Wearing Apparel	2,000
SubTotal	**44,100**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	3,000
SubTotal	**3,000**

TTL Non Capital Equipment	
540000: Computer Equipment	25,025
SubTotal	**25,025**

Computer Services	
560000: Computer Services	4,974,761
560500: Office Services	43,800
561000: Communication Services	370,260
563000: Education and Training Services	80,000

563500: Environmental Services	8,000
565800: Internal Services	1,100
565801: Internal Services Gas	550
566000: Professional Services	1,769,128
566034: Facility Maintenance	46,000
566069: REJIS	230,000
567600: Surety Bond Premiums and Insurance	300,000
SubTotal	**7,823,599**

TTL Transfers Out	
700002: 27th Pay Reserve	18,189
SubTotal	**18,189**

Department Total	**13,840,573**

City of St. Louis
1000 General Fund - C137000 Budget Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	487,789
510900: Overtime Regular Employees	1,500
512000: FICA	37,431
513800: Employee Retirement Plan	78,144
513810: Employee Retirement System Debt Contr	9,756
514700: Workers Compensation Admin	6,097
515000: Medical Insurance	59,400
515030: Life Insurance	1,902
515060: Long Term Disability	683
SubTotal	**682,702**

TTL Materials and Supplies	
520500: Office Supplies	1,000
523000: Education and Training Materials and Supplies	1,000
SubTotal	**2,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,000
SubTotal	**2,000**

Computer Services	
560000: Computer Services	1,350
560500: Office Services	800
563000: Education and Training Services	1,000
565800: Internal Services	300
566000: Professional Services	2,000
SubTotal	**5,450**

TTL Transfers Out	
700002: 27th Pay Reserve	2,146
SubTotal	**2,146**

City of St. Louis

1000 General Fund - C137000 Budget Division - FY27

Department Total	**694,298**

City of St. Louis
1000 General Fund - C139000 City Counselor - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	3,795,285
510900: Overtime Regular Employees	3,000
511200: Salaries Per Performance Employees	50,000
512000: FICA	294,394
513800: Employee Retirement Plan	608,005
513810: Employee Retirement System Debt Contr	75,906
514700: Workers Compensation Admin	47,441
515000: Medical Insurance	435,600
515030: Life Insurance	14,802
515060: Long Term Disability	5,313
SubTotal	**5,329,745**

TTL Materials and Supplies	
520000: Computer Supplies	10,000
520500: Office Supplies	28,000
521000: Communication Supplies	1,000
523000: Education and Training Materials and Supplies	10,000
SubTotal	**49,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	10,255
SubTotal	**10,255**

Computer Software Licenses	
560001: Computer Software Licenses	13,700
560500: Office Services	8,660
563000: Education and Training Services	119,999
565400: Travel Out of Town	8,700
565500: Transportation	3,000
565501: Car Allowance Transportation	14,040
565600: Membership Fees	18,710
565800: Internal Services	13,000

City of St. Louis
1000 General Fund - C139000 City Counselor - FY27

566000: Professional Services	899,900
566069: REJIS	63,317
566500: Legal Services	169,400
566503: Judgements Internal Services	2,000,000
566505: Police Judgments	8,000,000
SubTotal	**11,332,426**
TTL Transfers Out	
700002: 27th Pay Reserve	16,699
SubTotal	**16,699**
Department Total	**16,738,125**

City of St. Louis

1000 General Fund - C141000 Planning and Urban Design Agency - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	585,395
511200: Salaries Per Performance Employees	8,000
512000: FICA	45,395
513800: Employee Retirement Plan	93,780
513810: Employee Retirement System Debt Contr	11,708
514700: Workers Compensation Admin	7,317
515000: Medical Insurance	74,250
515030: Life Insurance	2,283
515060: Long Term Disability	820
SubTotal	**828,948**

TTL Materials and Supplies	
520500: Office Supplies	5,000
SubTotal	**5,000**

TTL Rental and Non Capital Leases	
535300: Land and Buildings Rental and Leases	27,000
SubTotal	**27,000**

TTL Non Capital Equipment	
540000: Computer Equipment	8,000
SubTotal	**8,000**

Computer Services	
560000: Computer Services	0
563000: Education and Training Services	0
565400: Travel Out of Town	4,000
565600: Membership Fees	4,000
SubTotal	**8,000**

TTL Transfers Out	
700002: 27th Pay Reserve	2,576

SubTotal	**2,576**
Department Total	**879,524**

City of St. Louis
1000 General Fund - C160000 Comptroller - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	5,286,236
510900: Overtime Regular Employees	50,000
511200: Salaries Per Performance Employees	130,000
512000: FICA	418,167
513800: Employee Retirement Plan	846,855
513810: Employee Retirement System Debt Contr	105,725
514700: Workers Compensation Admin	66,078
515000: Medical Insurance	817,740
515030: Life Insurance	20,616
515060: Long Term Disability	7,401
SubTotal	**7,748,818**

TTL Materials and Supplies	
520000: Computer Supplies	14,000
520500: Office Supplies	19,000
521000: Communication Supplies	5,000
521506: Wearing Apparel	3,000
523000: Education and Training Materials and Supplies	7,000
SubTotal	**48,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	36,000
532000: Facility and Grounds Rental and Leases	50,000
SubTotal	**86,000**

TTL Non Capital Equipment	
540500: Office Equipment	1,500
SubTotal	**1,500**

Computer Services	
560000: Computer Services	30,000
560001: Computer Software Licenses	5,000

City of St. Louis
1000 General Fund - C160000 Comptroller - FY27

560500: Office Services	13,700
561000: Communication Services	35,000
561002: 911 System	750,000
561003: City Long Distance	25,000
561004: Line Charges	1,050,000
561005: Cellular Phone Services	1,200
562000: Facility and Grounds Services	1,500
562001: Facility Maintenance Ground Services	6,000
563000: Education and Training Services	12,000
565500: Transportation	600
565501: Car Allowance Transportation	5,000
565600: Membership Fees	3,600
565800: Internal Services	40,000
565801: Internal Services Gas	2,400
566000: Professional Services	280,000
566001: Auditing Services	40,000
566002: Management Consulting	15,000
566008: Annual Reporting	2,000
566500: Legal Services	0
567600: Surety Bond Premiums and Insurance	3,850,000
567700: Elected Official Expense Account	15,000
SubTotal	**6,183,000**

TTL Transfers Out	
700002: 27th Pay Reserve	23,259
SubTotal	**23,259**

Department Total	**14,090,578**

City of St. Louis
1000 General Fund - C162000 Municipal Garage - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	245,224
512000: FICA	18,760
513800: Employee Retirement Plan	39,285
513810: Employee Retirement System Debt Contr	4,904
514700: Workers Compensation Admin	3,065
515000: Medical Insurance	54,450
515030: Life Insurance	956
515060: Long Term Disability	343
SubTotal	**366,988**
TTL Materials and Supplies	
520500: Office Supplies	1,500
521500: Health and Safety Supplies	1,200
521506: Wearing Apparel	1,000
522000: Facility and Grounds Supplies	1,500
522500: Fleet Materials and Supplies	2,000
SubTotal	**7,200**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,000
SubTotal	**2,000**
Computer Services	
560000: Computer Services	500
560500: Office Services	1,300
562001: Facility Maintenance Ground Services	7,500
565801: Internal Services Gas	30,500
566069: REJIS	250
567500: Taxes and Licenses	22,500
SubTotal	**62,550**
TTL Transfers Out	

City of St. Louis
1000 General Fund - C162000 Municipal Garage - FY27

700002: 27th Pay Reserve	1,079
SubTotal	**1,079**
Department Total	**439,817**

City of St. Louis
1000 General Fund - C163000 Records Retention - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	130,303
512000: FICA	9,968
513800: Employee Retirement Plan	20,875
513810: Employee Retirement System Debt Contr	2,606
514700: Workers Compensation Admin	1,629
515000: Medical Insurance	29,700
515030: Life Insurance	508
515060: Long Term Disability	182
SubTotal	**195,771**
TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	6,000
SubTotal	**9,000**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	25,000
SubTotal	**25,000**
Computer Services	
560000: Computer Services	1,000
560500: Office Services	5,000
SubTotal	**6,000**
TTL Transfers Out	
700002: 27th Pay Reserve	573
SubTotal	**573**
Department Total	**236,345**

City of St. Louis
1000 General Fund - C170000 Supply Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	713,780
510900: Overtime Regular Employees	5,000
512000: FICA	54,987
513800: Employee Retirement Plan	114,347
513810: Employee Retirement System Debt Contr	14,276
514700: Workers Compensation Admin	8,922
515000: Medical Insurance	115,335
515030: Life Insurance	2,784
515060: Long Term Disability	999
SubTotal	**1,030,430**

TTL Materials and Supplies	
520000: Computer Supplies	5,000
520500: Office Supplies	5,000
521000: Communication Supplies	1,000
SubTotal	**11,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	6,000
SubTotal	**6,000**

Office Services	
560500: Office Services	5,000
561000: Communication Services	1,500
563000: Education and Training Services	4,000
565400: Travel Out of Town	1,000
565600: Membership Fees	5,000
565800: Internal Services	3,000
SubTotal	**19,500**

TTL Transfers Out	
700002: 27th Pay Reserve	3,141

City of St. Louis
1000 General Fund - C170000 Supply Division - FY27

SubTotal	**3,141**
Department Total	**1,070,070**

City of St. Louis
1000 General Fund - C171000 Printing Services - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	412,995
512000: FICA	31,594
513800: Employee Retirement Plan	66,162
513810: Employee Retirement System Debt Contr	8,260
514700: Workers Compensation Admin	5,162
515000: Medical Insurance	86,427
515030: Life Insurance	1,611
515060: Long Term Disability	578
SubTotal	**612,788**
TTL Materials and Supplies	
520500: Office Supplies	120,000
SubTotal	**120,000**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	50,000
SubTotal	**50,000**
Computer Software Licenses	
560001: Computer Software Licenses	4,000
560500: Office Services	43,000
561000: Communication Services	4,500
566000: Professional Services	90,000
SubTotal	**141,500**
TTL Transfers Out	
700002: 27th Pay Reserve	1,817
SubTotal	**1,817**
Department Total	**926,106**

City of St. Louis
1000 General Fund - C190000 City Wide Accounts - FY27

TTL Personal Services	Amount
514500: Workers Compensation Settlements	253,000
515050: Unemployment Compensation Insurance	430,000
SubTotal	**683,000**
TTL Rental and Non Capital Leases	
535300: Land and Buildings Rental and Leases	2,519,000
SubTotal	**2,519,000**
Lobbying Services Federal Grants	
565201: Lobbying Services Federal Grants	110,000
565600: Membership Fees	128,000
566001: Auditing Services	625,000
566012: Refuse Fees and Services	300,000
567811: Subsidy Communications	500,000
SubTotal	**1,663,000**
TTL Debt Service	
575506: Principal Convention Center	7,449,207
575706: Interest Convention Center	15,210,786
575901: Admin Fees Convention Center	20,000
SubTotal	**22,679,993**
TTL Transfers Out	
700004: Assessor Subsidy	2,000,000
700006: Scottrade Center Debt Agreement	2,800,000
700012: Pass Through to Capital Fund	1,245,000
SubTotal	**6,045,000**
Department Total	**33,589,993**

City of St. Louis

1000 General Fund - C210000 Director of Parks Recreation and Forestry - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	612,097
510900: Overtime Regular Employees	2,000
511200: Salaries Per Performance Employees	3,000
512000: FICA	47,208
513800: Employee Retirement Plan	98,058
513810: Employee Retirement System Debt Contr	12,242
514700: Workers Compensation Admin	7,651
515000: Medical Insurance	94,050
515030: Life Insurance	2,387
515060: Long Term Disability	857
SubTotal	**879,550**
TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	15,000
521500: Health and Safety Supplies	1,000
SubTotal	**19,000**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	3,500
SubTotal	**3,500**
Communication Services	
561000: Communication Services	8,000
565600: Membership Fees	1,200
565800: Internal Services	1,000
565801: Internal Services Gas	2,000
SubTotal	**12,200**
TTL Transfers Out	
700002: 27th Pay Reserve	2,693
SubTotal	**2,693**

City of St. Louis

1000 General Fund - C210000 Director of Parks Recreation and Forestry - FY27

Department Total	**916,943**

City of St. Louis
1000 General Fund - C213000 Recreation Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	964,599
511200: Salaries Per Performance Employees	135,000
512000: FICA	84,119
513800: Employee Retirement Plan	154,529
513810: Employee Retirement System Debt Contr	19,292
514700: Workers Compensation Admin	12,057
515000: Medical Insurance	217,800
515030: Life Insurance	3,762
515060: Long Term Disability	1,350
SubTotal	**1,592,509**

TTL Materials and Supplies	
520000: Computer Supplies	5,000
520500: Office Supplies	18,000
521500: Health and Safety Supplies	18,000
522000: Facility and Grounds Supplies	20,000
524000: Recreation Materials and Supplies	52,000
SubTotal	**113,000**

TTL Rental and Non Capital Leases	
532500: Fleet Rental and Leases	30,000
SubTotal	**30,000**

Office Services	
560500: Office Services	2,000
561000: Communication Services	53,000
562000: Facility and Grounds Services	2,000
563000: Education and Training Services	3,000
564000: Recreation Services	15,000
565600: Membership Fees	2,000
565800: Internal Services	1,000
565801: Internal Services Gas	8,500

City of St. Louis
1000 General Fund - C213000 Recreation Division - FY27

566000: Professional Services	0
SubTotal	**86,500**
TTL Transfers Out	
700002: 27th Pay Reserve	4,244
SubTotal	**4,244**
Department Total	**1,826,253**

City of St. Louis
1000 General Fund - C214000 Forestry Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	4,864,698
510900: Overtime Regular Employees	700,000
511200: Salaries Per Performance Employees	460,000
512000: FICA	460,889
513800: Employee Retirement Plan	779,325
513810: Employee Retirement System Debt Contr	97,294
514500: Workers Compensation Settlements	703,000
514700: Workers Compensation Admin	60,809
515000: Medical Insurance	1,039,500
515030: Life Insurance	18,972
515060: Long Term Disability	6,811
SubTotal	**9,191,298**

TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	16,000
521500: Health and Safety Supplies	20,000
522000: Facility and Grounds Supplies	80,000
523000: Education and Training Materials and Supplies	3,000
523008: Certifications and Professional Licenses	6,000
SubTotal	**128,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	3,000
532000: Facility and Grounds Rental and Leases	3,000
532500: Fleet Rental and Leases	100,000
SubTotal	**106,000**

TTL Non Capital Equipment	
541500: Health and Safety Equipment	10,800
SubTotal	**10,800**

City of St. Louis
1000 General Fund - C214000 Forestry Division - FY27

Office Services	
560500: Office Services	3,300
561000: Communication Services	15,000
562000: Facility and Grounds Services	146,000
563000: Education and Training Services	3,000
565500: Transportation	26,000
565600: Membership Fees	3,000
565800: Internal Services	34,000
565801: Internal Services Gas	374,000
566000: Professional Services	1,386,396
SubTotal	**1,990,696**
TTL Transfers Out	
700002: 27th Pay Reserve	21,405
SubTotal	**21,405**
Department Total	**11,448,198**

City of St. Louis
1000 General Fund - C220000 Parks Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	5,313,771
510900: Overtime Regular Employees	120,000
511200: Salaries Per Performance Employees	470,000
512000: FICA	451,638
513800: Employee Retirement Plan	851,266
513810: Employee Retirement System Debt Contr	106,275
514500: Workers Compensation Settlements	383,000
514700: Workers Compensation Admin	66,422
515000: Medical Insurance	1,019,700
515030: Life Insurance	20,724
515060: Long Term Disability	8,010
SubTotal	**8,810,807**

TTL Materials and Supplies	
520000: Computer Supplies	4,000
520500: Office Supplies	5,000
521500: Health and Safety Supplies	13,000
522000: Facility and Grounds Supplies	460,000
SubTotal	**482,000**

TTL Rental and Non Capital Leases	
532000: Facility and Grounds Rental and Leases	15,000
SubTotal	**15,000**

Computer Software Licenses	
560001: Computer Software Licenses	15,000
561000: Communication Services	30,000
562000: Facility and Grounds Services	9,000
565600: Membership Fees	500
565800: Internal Services	1,500
565801: Internal Services Gas	294,000
566000: Professional Services	998,000

City of St. Louis
1000 General Fund - C220000 Parks Division - FY27

SubTotal	**1,348,000**
TTL Transfers Out	
700002: 27th Pay Reserve	23,381
700007: Neighborhood Park Funding	1,600,000
SubTotal	**1,623,381**
Department Total	**12,279,188**

City of St. Louis
1000 General Fund - C225000 Soulard Market - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	130,308
510900: Overtime Regular Employees	10,000
512000: FICA	10,734
513800: Employee Retirement Plan	20,875
513810: Employee Retirement System Debt Contr	2,606
514700: Workers Compensation Admin	1,629
515000: Medical Insurance	29,700
515030: Life Insurance	508
515060: Long Term Disability	182
SubTotal	**206,543**

TTL Materials and Supplies	
520000: Computer Supplies	500
520500: Office Supplies	2,000
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	2,500
521506: Wearing Apparel	1,000
522000: Facility and Grounds Supplies	31,000
SubTotal	**38,000**

Communication Services	
561000: Communication Services	2,000
561500: Health and Safety Services	15,000
562000: Facility and Grounds Services	108,000
565801: Internal Services Gas	1,000
566000: Professional Services	41,000
SubTotal	**167,000**

TTL Transfers Out	
700002: 27th Pay Reserve	573
SubTotal	**573**

City of St. Louis
1000 General Fund - C225000 Soulard Market - FY27

Department Total	**412,116**

City of St. Louis
1000 General Fund - C250000 Tower Grove Park - FY27

Subsidy	
567800: Subsidy	850,000
SubTotal	**850,000**
Department Total	**850,000**

City of St. Louis
1000 General Fund - C311000 Circuit Court - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	5,516,160
511200: Salaries Per Performance Employees	150,000
512000: FICA	433,461
513800: Employee Retirement Plan	883,689
513810: Employee Retirement System Debt Contr	110,323
514700: Workers Compensation Admin	68,952
515000: Medical Insurance	801,900
515030: Life Insurance	21,513
515060: Long Term Disability	7,723
SubTotal	**7,993,721**

TTL Materials and Supplies	
520000: Computer Supplies	58,350
520500: Office Supplies	278,485
521000: Communication Supplies	6,100
521500: Health and Safety Supplies	11,570
522000: Facility and Grounds Supplies	35,400
523000: Education and Training Materials and Supplies	43,300
SubTotal	**433,205**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	107,900
535300: Land and Buildings Rental and Leases	252,000
SubTotal	**359,900**

TTL Non Capital Equipment	
540000: Computer Equipment	124,625
SubTotal	**124,625**

TTL Capital Assets	
550500: Office Capital Asset	27,600
SubTotal	**27,600**

City of St. Louis
1000 General Fund - C311000 Circuit Court - FY27

Computer Services	
560000: Computer Services	90,895
560500: Office Services	183,000
561000: Communication Services	93,200
561500: Health and Safety Services	154,200
562000: Facility and Grounds Services	2,488,300
562001: Facility Maintenance Ground Services	1,114,380
563000: Education and Training Services	64,345
563502: Hazard Removal	20,000
565400: Travel Out of Town	3,400
565500: Transportation	446,182
565600: Membership Fees	25,785
565800: Internal Services	21,200
565801: Internal Services Gas	3,200
566000: Professional Services	921,803
566002: Management Consulting	50,500
566009: Architectural Fees and Services	7,000
566013: Software Consultants and Services	348,780
566018: Case Management	0
566069: REJIS	120,194
566500: Legal Services	1,076,000
566504: Electronic Monitoring Program	1,080,000
567600: Surety Bond Premiums and Insurance	3,925
SubTotal	**8,316,289**
TTL Transfers Out	
700002: 27th Pay Reserve	24,271
SubTotal	**24,271**
Department Total	**17,279,611**

City of St. Louis
1000 General Fund - C312000 Circuit Attorney - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	7,282,167
510900: Overtime Regular Employees	60,000
511200: Salaries Per Performance Employees	50,000
512000: FICA	565,501
513800: Employee Retirement Plan	1,166,603
513810: Employee Retirement System Debt Contr	145,643
514700: Workers Compensation Admin	91,027
515000: Medical Insurance	1,029,600
515030: Life Insurance	28,400
515060: Long Term Disability	10,195
SubTotal	**10,429,137**
TTL Materials and Supplies	
520000: Computer Supplies	35,000
520500: Office Supplies	40,000
521000: Communication Supplies	10,000
521500: Health and Safety Supplies	1,500
523000: Education and Training Materials and Supplies	10,000
SubTotal	**96,500**
TTL Rental and Non Capital Leases	
530000: Computer Rental and Leases	0
530500: Office Rental and Leases	52,100
533500: Environmental Rental and Leases	0
SubTotal	**52,100**
TTL Non Capital Equipment	
540500: Office Equipment	7,500
541000: Communication Equipment	2,350
SubTotal	**9,850**
Computer Services	

City of St. Louis
1000 General Fund - C312000 Circuit Attorney - FY27

560000: Computer Services	200,000
560500: Office Services	35,000
560501: Maintenance Services	1,000
561000: Communication Services	65,000
561500: Health and Safety Services	5,000
563000: Education and Training Services	18,000
563500: Environmental Services	6,000
565400: Travel Out of Town	4,000
565500: Transportation	5,000
565600: Membership Fees	10,250
565801: Internal Services Gas	8,500
566000: Professional Services	10,000
566069: REJIS	55,000
566500: Legal Services	35,000
567700: Elected Official Expense Account	32,000
SubTotal	**489,750**

TTL Transfers Out	
700002: 27th Pay Reserve	32,042
SubTotal	**32,042**

Department Total	**11,109,378**

City of St. Louis
1000 General Fund - C315000 Sheriff - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	8,163,429
510900: Overtime Regular Employees	50,000
512000: FICA	628,327
513800: Employee Retirement Plan	1,307,781
513810: Employee Retirement System Debt Contr	163,269
514700: Workers Compensation Admin	102,043
515000: Medical Insurance	1,692,900
515030: Life Insurance	31,837
515060: Long Term Disability	11,429
SubTotal	**12,151,016**

TTL Materials and Supplies	
520000: Computer Supplies	5,000
520500: Office Supplies	60,000
521000: Communication Supplies	3,000
521500: Health and Safety Supplies	14,000
522500: Fleet Materials and Supplies	1,000
523000: Education and Training Materials and Supplies	1,000
SubTotal	**84,000**

TTL Non Capital Equipment	
540000: Computer Equipment	5,256
540500: Office Equipment	4,000
541000: Communication Equipment	1,500
SubTotal	**10,756**

TTL Capital Assets	
557000: Capital Leases	165,050
SubTotal	**165,050**

Office Services	
560500: Office Services	4,800

City of St. Louis
1000 General Fund - C315000 Sheriff - FY27

561000: Communication Services	24,000
561500: Health and Safety Services	30,000
563000: Education and Training Services	40,000
565400: Travel Out of Town	1,000
565500: Transportation	76,000
565600: Membership Fees	3,500
565800: Internal Services	29,000
565801: Internal Services Gas	30,500
566000: Professional Services	10,000
566069: REJIS	100,000
SubTotal	**348,800**
TTL Transfers Out	
700002: 27th Pay Reserve	35,919
SubTotal	**35,919**
Department Total	**12,795,541**

City of St. Louis
1000 General Fund - C316000 City Courts - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,649,627
510900: Overtime Regular Employees	50,000
511100: Salaries Temporary Employees	10,000
511200: Salaries Per Performance Employees	90,000
512000: FICA	136,906
513800: Employee Retirement Plan	264,270
513810: Employee Retirement System Debt Contr	32,993
514700: Workers Compensation Admin	20,620
515000: Medical Insurance	306,900
515030: Life Insurance	6,434
515060: Long Term Disability	2,309
SubTotal	**2,570,060**

TTL Materials and Supplies	
520000: Computer Supplies	15,000
520500: Office Supplies	40,000
523000: Education and Training Materials and Supplies	2,500
SubTotal	**57,500**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	3,936
SubTotal	**3,936**

TTL Non Capital Equipment	
540500: Office Equipment	7,500
SubTotal	**7,500**

Office Services	
560500: Office Services	2,500
561000: Communication Services	45,000
563000: Education and Training Services	3,500
565400: Travel Out of Town	3,000

City of St. Louis
1000 General Fund - C316000 City Courts - FY27

565500: Transportation	1,500
565600: Membership Fees	1,500
565800: Internal Services	120,000
566000: Professional Services	65,000
566069: REJIS	150,000
566500: Legal Services	1,000
SubTotal	**393,000**
TTL Transfers Out	
700002: 27th Pay Reserve	7,258
SubTotal	**7,258**
Department Total	**3,039,254**

City of St. Louis
1000 General Fund - C318000 Public Administrator - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	130,130
512000: FICA	9,955
513800: Employee Retirement Plan	20,847
513810: Employee Retirement System Debt Contr	2,603
514700: Workers Compensation Admin	1,627
515000: Medical Insurance	9,900
515030: Life Insurance	508
515060: Long Term Disability	182
SubTotal	**175,751**
TTL Transfers Out	
700002: 27th Pay Reserve	573
SubTotal	**573**
Department Total	**176,323**

City of St. Louis
1000 General Fund - C320000 Juvenile Court - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	14,385,394
510900: Overtime Regular Employees	250,000
511200: Salaries Per Performance Employees	175,475
512000: FICA	1,133,031
513800: Employee Retirement Plan	2,304,540
513810: Employee Retirement System Debt Contr	287,708
514700: Workers Compensation Admin	-125
515000: Medical Insurance	2,356,200
515030: Life Insurance	56,103
515060: Long Term Disability	20,140
SubTotal	**20,968,466**

TTL Materials and Supplies	
520000: Computer Supplies	20,110
520500: Office Supplies	73,742
521000: Communication Supplies	1,200
521500: Health and Safety Supplies	116,929
522000: Facility and Grounds Supplies	17,700
523000: Education and Training Materials and Supplies	12,390
SubTotal	**242,071**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	29,620
SubTotal	**29,620**

TTL Non Capital Equipment	
540000: Computer Equipment	41,825
540500: Office Equipment	3,540
541500: Health and Safety Equipment	39,900
SubTotal	**85,265**

TTL Capital Assets

City of St. Louis
1000 General Fund - C320000 Juvenile Court - FY27

551500: Health and Safety Capital Asset	40,000
SubTotal	**40,000**
Computer Services	
560000: Computer Services	19,635
560500: Office Services	10,875
561000: Communication Services	107,051
561500: Health and Safety Services	1,687,156
562000: Facility and Grounds Services	1,349,320
563000: Education and Training Services	42,700
563500: Environmental Services	2,950
565400: Travel Out of Town	19,500
565500: Transportation	54,000
565600: Membership Fees	1,000
565800: Internal Services	30,000
565801: Internal Services Gas	8,500
566000: Professional Services	91,248
566069: REJIS	39,922
566500: Legal Services	391,455
SubTotal	**3,855,312**
TTL Transfers Out	
700002: 27th Pay Reserve	63,296
SubTotal	**63,296**
Department Total	**25,284,030**

City of St. Louis
1000 General Fund - C321000 Treatment Court - FY27

TTL Materials and Supplies	
520000: Computer Supplies	5,000
520500: Office Supplies	10,000
521000: Communication Supplies	400
521500: Health and Safety Supplies	3,000
523000: Education and Training Materials and Supplies	5,000
SubTotal	**23,400**
TTL Non Capital Equipment	
540000: Computer Equipment	2,716
SubTotal	**2,716**
Computer Services	
560000: Computer Services	10,000
560500: Office Services	4,000
561500: Health and Safety Services	11,000
563000: Education and Training Services	12,200
565400: Travel Out of Town	20,000
565500: Transportation	21,532
565600: Membership Fees	500
565800: Internal Services	4,100
566000: Professional Services	384,552
SubTotal	**467,884**
Department Total	**494,000**

City of St. Louis
1000 General Fund - C330000 Tax Equalization Board - FY27

TTL Personal Services	Amount
511302: Members Various Boards	10,000
SubTotal	**10,000**

Transportation	
565500: Transportation	500
SubTotal	**500**

Department Total	**10,500**

City of St. Louis
1000 General Fund - C333000 Recorder of Deeds - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	2,235,280
512000: FICA	170,999
513800: Employee Retirement Plan	358,092
513810: Employee Retirement System Debt Contr	44,706
514700: Workers Compensation Admin	27,941
515000: Medical Insurance	326,700
515030: Life Insurance	8,718
515060: Long Term Disability	3,129
SubTotal	**3,175,564**
TTL Materials and Supplies	
520500: Office Supplies	25,000
521000: Communication Supplies	350
SubTotal	**25,350**
Office Services	
560500: Office Services	180,000
561000: Communication Services	7,000
563000: Education and Training Services	3,000
565400: Travel Out of Town	0
565500: Transportation	2,000
565600: Membership Fees	1,000
565800: Internal Services	19,000
567600: Surety Bond Premiums and Insurance	1,500
SubTotal	**213,500**
TTL Transfers Out	
700002: 27th Pay Reserve	19,262
SubTotal	**19,262**
Department Total	**3,433,676**

City of St. Louis

1000 General Fund - C334000 Elections and Registration - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,334,417
510900: Overtime Regular Employees	75,000
511200: Salaries Per Performance Employees	800,000
512000: FICA	169,020
513800: Employee Retirement Plan	213,774
513810: Employee Retirement System Debt Contr	26,688
514700: Workers Compensation Admin	16,680
515000: Medical Insurance	237,600
515030: Life Insurance	5,204
515060: Long Term Disability	1,868
SubTotal	**2,880,252**

TTL Materials and Supplies	
520500: Office Supplies	285,184
523000: Education and Training Materials and Supplies	10,000
SubTotal	**295,184**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	34,578
533000: Education and Training Rental and Leases	3,990
535300: Land and Buildings Rental and Leases	539,385
SubTotal	**577,952**

Computer Software Licenses	
560001: Computer Software Licenses	175,133
560500: Office Services	3,500
561000: Communication Services	14,003
565600: Membership Fees	1,625
566000: Professional Services	99,804
566500: Legal Services	45,000
SubTotal	**339,065**

City of St. Louis

1000 General Fund - C334000 Elections and Registration - FY27

TTL Transfers Out	
700002: 27th Pay Reserve	5,871
SubTotal	**5,871**
Department Total	**4,098,325**

City of St. Louis
1000 General Fund - C335000 Medical Examiner - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,107,435
510900: Overtime Regular Employees	15,000
511200: Salaries Per Performance Employees	150,000
512000: FICA	97,341
513800: Employee Retirement Plan	177,411
513810: Employee Retirement System Debt Contr	22,149
514700: Workers Compensation Admin	13,843
515000: Medical Insurance	158,400
515030: Life Insurance	4,319
515060: Long Term Disability	1,550
SubTotal	**1,747,449**

TTL Materials and Supplies	
520000: Computer Supplies	2,000
520500: Office Supplies	7,500
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	35,000
522000: Facility and Grounds Supplies	6,000
523000: Education and Training Materials and Supplies	2,000
SubTotal	**53,500**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,064
532000: Facility and Grounds Rental and Leases	2,000
SubTotal	**4,064**

TTL Non Capital Equipment	
540500: Office Equipment	4,000
541500: Health and Safety Equipment	5,200
SubTotal	**9,200**

Computer Services

City of St. Louis
1000 General Fund - C335000 Medical Examiner - FY27

560000: Computer Services	12,000
560500: Office Services	14,000
561000: Communication Services	9,500
561500: Health and Safety Services	10,000
562000: Facility and Grounds Services	1,000
563000: Education and Training Services	4,000
563500: Environmental Services	10,000
565500: Transportation	8,640
565600: Membership Fees	4,000
565800: Internal Services	2,000
565801: Internal Services Gas	3,000
566000: Professional Services	87,124
566025: Medical Exam Services	1,415,000
566026: Histology Services	475,000
566027: Mortuary and Livery Services	450,000
566028: Indigent Burials	6,600
SubTotal	**2,511,864**
TTL Transfers Out	
700002: 27th Pay Reserve	4,873
SubTotal	**4,873**
Department Total	**4,330,949**

City of St. Louis
1000 General Fund - C340000 Treasurer - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	700,571
511200: Salaries Per Performance Employees	10,000
512000: FICA	54,359
513800: Employee Retirement Plan	112,232
513810: Employee Retirement System Debt Contr	14,011
514700: Workers Compensation Admin	8,757
515000: Medical Insurance	89,100
515030: Life Insurance	2,732
515060: Long Term Disability	981
SubTotal	**992,743**

TTL Materials and Supplies	
520500: Office Supplies	5,500
522000: Facility and Grounds Supplies	250
523000: Education and Training Materials and Supplies	1,000
SubTotal	**6,750**

TTL Non Capital Equipment	
540500: Office Equipment	2,000
SubTotal	**2,000**

Computer Services	
560000: Computer Services	2,500
560500: Office Services	3,500
561000: Communication Services	1,400
561500: Health and Safety Services	21,000
563000: Education and Training Services	1,000
565400: Travel Out of Town	3,000
565500: Transportation	500
565600: Membership Fees	900
566000: Professional Services	32,000
567600: Surety Bond Premiums and Insurance	1,300

City of St. Louis
1000 General Fund - C340000 Treasurer - FY27

SubTotal	**67,100**
TTL Transfers Out	
700001: Transfer Out	80,000
700002: 27th Pay Reserve	3,083
SubTotal	**83,083**
Department Total	**1,151,676**

City of St. Louis
1000 General Fund - C510000 Director of Streets - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,242,139
510900: Overtime Regular Employees	40,000
511200: Salaries Per Performance Employees	48,000
512000: FICA	101,756
513800: Employee Retirement Plan	198,991
513810: Employee Retirement System Debt Contr	24,843
514700: Workers Compensation Admin	15,527
515000: Medical Insurance	207,504
515030: Life Insurance	4,844
515060: Long Term Disability	1,739
SubTotal	**1,885,342**
TTL Materials and Supplies	
520500: Office Supplies	8,000
521500: Health and Safety Supplies	5,000
522000: Facility and Grounds Supplies	4,000
SubTotal	**17,000**
Office Services	
560500: Office Services	500
561000: Communication Services	81,000
562000: Facility and Grounds Services	12,000
565600: Membership Fees	6,000
565800: Internal Services	10,000
565801: Internal Services Gas	28,000
SubTotal	**137,500**
TTL Transfers Out	
700002: 27th Pay Reserve	5,465
SubTotal	**5,465**
Department Total	**2,045,307**

City of St. Louis

1000 General Fund - C511000 Traffic and Lighting Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	3,950,582
510900: Overtime Regular Employees	336,000
511200: Salaries Per Performance Employees	10,000
512000: FICA	328,689
513800: Employee Retirement Plan	632,883
513810: Employee Retirement System Debt Contr	79,012
514500: Workers Compensation Settlements	122,000
514700: Workers Compensation Admin	49,382
515000: Medical Insurance	702,900
515030: Life Insurance	15,407
515060: Long Term Disability	5,531
SubTotal	**6,232,386**

TTL Materials and Supplies	
520000: Computer Supplies	4,000
520500: Office Supplies	15,000
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	60,000
521511: Traffic Poles and Bases	625,000
521512: Traffic Misc Wire and Lamps	534,000
521513: Traffic Controllers	624,000
521514: Traffic Painting and Signage	236,000
522000: Facility and Grounds Supplies	12,450
523000: Education and Training Materials and Supplies	4,000
524500: Major Projects Materials and Supplies	0
SubTotal	**2,115,450**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	9,000
531500: Health and Safety Rental and Leases	300
SubTotal	**9,300**

City of St. Louis

1000 General Fund - C511000 Traffic and Lighting Division - FY27

Office Services	
560500: Office Services	2,000
561000: Communication Services	75,000
561500: Health and Safety Services	4,000
562000: Facility and Grounds Services	48,000
563000: Education and Training Services	5,000
564500: Major Projects Contracts and Services	500,000
565500: Transportation	8,000
565600: Membership Fees	7,500
565705: Traffic Signals	325,000
565706: Street Lights	1,250,000
565707: Alley Lights	700,000
565708: Easement Lights	285,000
565801: Internal Services Gas	245,000
566000: Professional Services	250,000
SubTotal	**3,704,500**
TTL Debt Service	
575502: Principal DNR Loan Payment	238,307
575702: Interest DNR Loan Payment	16,540
SubTotal	**254,847**
TTL Transfers Out	
700002: 27th Pay Reserve	17,383
SubTotal	**17,383**
Department Total	**12,333,865**

City of St. Louis
1000 General Fund - C513000 Towing Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,577,034
510900: Overtime Regular Employees	300,000
512000: FICA	143,593
513800: Employee Retirement Plan	252,641
513810: Employee Retirement System Debt Contr	31,541
514400: Workers Compensation Disability	15,000
514500: Workers Compensation Settlements	141,000
514700: Workers Compensation Admin	19,713
515000: Medical Insurance	326,700
515030: Life Insurance	6,150
515060: Long Term Disability	2,208
SubTotal	**2,815,580**

TTL Materials and Supplies	
520500: Office Supplies	20,000
521500: Health and Safety Supplies	5,000
522000: Facility and Grounds Supplies	35,000
522500: Fleet Materials and Supplies	5,000
SubTotal	**65,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,000
SubTotal	**2,000**

Communication Services	
561000: Communication Services	6,000
561500: Health and Safety Services	15,000
562000: Facility and Grounds Services	25,000
562500: Fleet Services	12,000
565700: Utilities	26,000
565800: Internal Services	130,000
565801: Internal Services Gas	134,555

City of St. Louis
1000 General Fund - C513000 Towing Division - FY27

566000: Professional Services	83,000
SubTotal	**431,555**
TTL Transfers Out	
700002: 27th Pay Reserve	6,939
SubTotal	**6,939**
Department Total	**3,321,074**

City of St. Louis
1000 General Fund - C514000 Street Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	5,201,502
510900: Overtime Regular Employees	150,000
512000: FICA	409,390
513800: Employee Retirement Plan	833,281
513810: Employee Retirement System Debt Contr	104,030
514500: Workers Compensation Settlements	449,000
514700: Workers Compensation Admin	65,019
515000: Medical Insurance	1,009,800
515030: Life Insurance	20,286
515060: Long Term Disability	7,282
SubTotal	**8,249,589**

TTL Materials and Supplies	
520500: Office Supplies	14,000
521500: Health and Safety Supplies	125,000
521516: Salt and Chemicals	1,035,000
522000: Facility and Grounds Supplies	1,000,000
522500: Fleet Materials and Supplies	30,000
524503: Asphalt Materials and Supplies	0
SubTotal	**2,204,000**

TTL Rental and Non Capital Leases	
532500: Fleet Rental and Leases	30,000
SubTotal	**30,000**

Communication Services	
561000: Communication Services	24,000
561500: Health and Safety Services	60,000
562500: Fleet Services	20,000
565500: Transportation	3,000
565801: Internal Services Gas	711,500
566000: Professional Services	400,000

City of St. Louis
1000 General Fund - C514000 Street Division - FY27

SubTotal	**1,218,500**
TTL Transfers Out	
700002: 27th Pay Reserve	22,887
SubTotal	**22,887**
Department Total	**11,724,976**

City of St. Louis
1000 General Fund - C514001 Street Division Debris Removal - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	849,222
512000: FICA	64,965
513800: Employee Retirement Plan	136,045
513810: Employee Retirement System Debt Contr	16,984
514700: Workers Compensation Admin	10,615
515000: Medical Insurance	138,600
515030: Life Insurance	3,312
515060: Long Term Disability	1,189
SubTotal	**1,220,933**
TTL Transfers Out	
700002: 27th Pay Reserve	3,737
SubTotal	**3,737**
Department Total	**1,224,670**

City of St. Louis
1000 General Fund - C516000 Refuse Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	6,465,636
510900: Overtime Regular Employees	1,604,000
512000: FICA	617,327
513800: Employee Retirement Plan	1,035,795
513810: Employee Retirement System Debt Contr	129,313
514500: Workers Compensation Settlements	971,000
514700: Workers Compensation Admin	80,820
515000: Medical Insurance	1,306,800
515030: Life Insurance	25,216
515060: Long Term Disability	9,052
SubTotal	**12,244,959**
TTL Materials and Supplies	
520500: Office Supplies	26,575
521500: Health and Safety Supplies	105,000
521520: Public Safety and Health Camera	5,000
522000: Facility and Grounds Supplies	261,220
522500: Fleet Materials and Supplies	1,500
523000: Education and Training Materials and Supplies	1,000
523500: Environmental Materials and Supplies	216
SubTotal	**400,511**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	7,000
532000: Facility and Grounds Rental and Leases	120,000
532500: Fleet Rental and Leases	33,000
SubTotal	**160,000**
TTL Non Capital Equipment	
542000: Facility and Grounds Equipment	75,000
542001: Refuse Receptacles	900,000
SubTotal	**975,000**

City of St. Louis
1000 General Fund - C516000 Refuse Division - FY27

TTL Capital Assets	
552500: Fleet Capital Asset	1,561,000
SubTotal	**1,561,000**
Office Services	
560500: Office Services	7,000
561000: Communication Services	174,110
561500: Health and Safety Services	4,500
562000: Facility and Grounds Services	210,000
563500: Environmental Services	14,000
563501: Recycling Drop off	64,410
563503: Recycling Tires	400,000
563504: Transfer Station Refuse Pickup	10,000,000
563505: Transfer Station Supplemental	410,000
565500: Transportation	2,000
565801: Internal Services Gas	1,084,000
566000: Professional Services	75,000
SubTotal	**12,445,020**
TTL Debt Service	
575503: Principal Refuse 2017	0
575504: Principal Refuse 2018	0
575505: Principal Refuse 2019	62,000
575512: Principal Refuse Trucks 2021	172,000
575703: Interest Refuse 2017	0
575704: Interest Refuse 2018	0
575705: Interest Refuse 2019	1,000
575712: Interest Refuse Trucks 2021	4,000
SubTotal	**239,000**
TTL Transfers Out	
700002: 27th Pay Reserve	28,449

City of St. Louis
1000 General Fund - C516000 Refuse Division - FY27

700008: Refuse Garage Debt Service Funding	0
SubTotal	**28,449**
Department Total	**28,053,939**

City of St. Louis
1000 General Fund - C516001 Refuse Division Trash Task Force - FY27

TTL Personal Services	Amount
510110: Salaries Police	67,000
510900: Overtime Regular Employees	195,930
512010: FICA Commissioned	70,000
515000: Medical Insurance	6,400
515020: Dental Insurance	360
515030: Life Insurance	160
515060: Long Term Disability	150
SubTotal	**340,000**

Department Total	**340,000**

City of St. Louis
1000 General Fund - C610000 Director of Public Safety - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	846,134
510900: Overtime Regular Employees	2,000
512000: FICA	64,882
513800: Employee Retirement Plan	135,551
513810: Employee Retirement System Debt Contr	16,923
514700: Workers Compensation Admin	10,577
515000: Medical Insurance	79,200
515030: Life Insurance	3,300
515060: Long Term Disability	1,185
SubTotal	**1,159,751**

TTL Materials and Supplies	
520000: Computer Supplies	2,000
520500: Office Supplies	7,000
521000: Communication Supplies	1,200
521506: Wearing Apparel	1,000
523002: Subscriptions	890
523005: Employee Awards and Incentives	3,500
SubTotal	**15,590**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,040
SubTotal	**2,040**

Computer Software Licenses	
560001: Computer Software Licenses	4,310
560500: Office Services	1,728
561000: Communication Services	2,200
561005: Cellular Phone Services	2,500
563000: Education and Training Services	6,400
565400: Travel Out of Town	8,000
565500: Transportation	3,250

City of St. Louis
1000 General Fund - C610000 Director of Public Safety - FY27

565600: Membership Fees	1,700
565800: Internal Services	4,000
565801: Internal Services Gas	1,400
566000: Professional Services	106,704
566006: Advertising	2,000
566500: Legal Services	4,000
SubTotal	**148,192**
TTL Transfers Out	
700002: 27th Pay Reserve	3,723
SubTotal	**3,723**
Department Total	**1,329,296**

City of St. Louis
1000 General Fund - C611000 Fire Department - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	10,314,846
510120: Salaries Fire	38,572,226
510900: Overtime Regular Employees	850,000
510920: Overtime Fire	8,545,000
511200: Salaries Per Performance Employees	364,000
512000: FICA	881,957
512010: FICA Commissioned	683,200
513800: Employee Retirement Plan	1,652,438
513810: Employee Retirement System Debt Contr	206,297
514500: Workers Compensation Settlements	1,856,000
514700: Workers Compensation Admin	611,088
515000: Medical Insurance	7,839,200
515030: Life Insurance	190,660
515060: Long Term Disability	68,442
SubTotal	**72,635,354**
TTL Materials and Supplies	
520000: Computer Supplies	15,000
520500: Office Supplies	55,000
521000: Communication Supplies	40,000
521504: Breathing Apparatus	100,000
521506: Wearing Apparel	265,500
521508: Drugs and Medicines	158,500
521509: Fire Suppression Safety Supplies	85,000
521515: Hazardous Materials	20,000
521517: Emergency System Safety Supplies	650,000
521518: Protective Clothing	550,000
521519: Small Tools	2,200
522000: Facility and Grounds Supplies	70,000
523003: Fire Suppression Training Materials	30,000
523004: Emergency System Training Materials	10,000
SubTotal	**2,051,200**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	15,220
531501: Fire Suppression Rental and Leases	6,000
531502: Emergency System Rental and Leases	30,000
SubTotal	**51,220**

TTL Non Capital Equipment	
541500: Health and Safety Equipment	50,000
543000: Education and Training Equipment	5,000
SubTotal	**55,000**

TTL Capital Assets	
551500: Health and Safety Capital Asset	25,000
SubTotal	**25,000**

Computer Services	
560000: Computer Services	336,036
560500: Office Services	15,000
561000: Communication Services	635,000
561503: Breathing Apparatus Maintenance	555,000
561504: Wearing Apparel Cleaning Services	2,000
561506: Fire Suppression Services	25,000
561508: Hazardous Materials Services	7,000
561509: Emergency System Services	134,807
561511: Protective Clothing Repair	2,000
562000: Facility and Grounds Services	33,000
563002: Fire Suppression Education and Training	65,000
563004: Emergency Systems Education and Training	23,000
563500: Environmental Services	6,000
565100: Health Care Services	43,000
565401: Fire Suppression Travel	15,000
565402: Emergency System Travel	12,000

City of St. Louis
1000 General Fund - C611000 Fire Department - FY27

565501: Car Allowance Transportation	24,420
565600: Membership Fees	7,000
565800: Internal Services	20,000
565801: Internal Services Gas	998,000
566000: Professional Services	3,000
SubTotal	**2,961,263**
TTL Transfers Out	
700002: 27th Pay Reserve	215,103
SubTotal	**215,103**
Department Total	**77,994,140**

City of St. Louis
1000 General Fund - C612000 Firemen Retirement Systems - FY27

TTL Personal Services	Amount
513910: Firemen Retirement System	4,500,573
513920: Firefighters Retirement Plan	6,450,571
SubTotal	**10,951,144**
Department Total	**10,951,144**

City of St. Louis
1000 General Fund - C616000 Excise Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	470,305
510900: Overtime Regular Employees	55,000
512000: FICA	40,186
513800: Employee Retirement Plan	75,343
513810: Employee Retirement System Debt Contr	9,406
514700: Workers Compensation Admin	5,879
515000: Medical Insurance	79,200
515030: Life Insurance	1,834
515060: Long Term Disability	658
SubTotal	**737,811**

TTL Materials and Supplies	
520000: Computer Supplies	4,000
520500: Office Supplies	8,000
521000: Communication Supplies	700
521001: Radio Parts and Supplies	500
521002: Telephone Parts and Supplies	500
521500: Health and Safety Supplies	2,500
521506: Wearing Apparel	500
521508: Drugs and Medicines	500
521521: Public Safety and Health Body Camera Supplies	200
523000: Education and Training Materials and Supplies	300
523002: Subscriptions	600
SubTotal	**18,300**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	4,104
SubTotal	**4,104**

TTL Non Capital Equipment	
540000: Computer Equipment	5,000
540500: Office Equipment	6,285

City of St. Louis
1000 General Fund - C616000 Excise Division - FY27

541000: Communication Equipment	500
541500: Health and Safety Equipment	1,000
541501: Public Safety and Health Body Cameras	300
SubTotal	**13,085**
Computer Software Licenses	
560001: Computer Software Licenses	3,000
560500: Office Services	3,800
560501: Maintenance Services	3,000
560503: Postal Services Office Services	8,900
561000: Communication Services	1,500
561005: Cellular Phone Services	3,500
563000: Education and Training Services	4,000
565000: Parking Services	300
565800: Internal Services	3,700
565801: Internal Services Gas	1,500
566000: Professional Services	5,500
566500: Legal Services	5,937
SubTotal	**44,637**
TTL Transfers Out	
700002: 27th Pay Reserve	2,069
SubTotal	**2,069**
Department Total	**820,007**

City of St. Louis
1000 General Fund - C620000 Building Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	6,372,231
510900: Overtime Regular Employees	60,000
511200: Salaries Per Performance Employees	33,000
511302: Members Various Boards	32,000
512000: FICA	494,590
513800: Employee Retirement Plan	1,020,831
513810: Employee Retirement System Debt Contr	127,445
514500: Workers Compensation Settlements	119,000
514700: Workers Compensation Admin	79,653
515000: Medical Insurance	1,089,000
515030: Life Insurance	24,852
515060: Long Term Disability	8,921
SubTotal	**9,461,523**

TTL Materials and Supplies	
520000: Computer Supplies	30,000
520500: Office Supplies	41,000
521500: Health and Safety Supplies	15,000
523000: Education and Training Materials and Supplies	10,000
SubTotal	**96,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	15,011
SubTotal	**15,011**

TTL Non Capital Equipment	
540000: Computer Equipment	11,800
540500: Office Equipment	4,200
541000: Communication Equipment	6,000
543000: Education and Training Equipment	2,500
SubTotal	**24,500**

City of St. Louis
1000 General Fund - C620000 Building Division - FY27

Computer Services	
560000: Computer Services	8,000
560001: Computer Software Licenses	20,000
560003: Computer and Tech System Development	900,000
560500: Office Services	15,000
561000: Communication Services	75,000
562003: Security	9,000
563000: Education and Training Services	16,500
565400: Travel Out of Town	1,000
565500: Transportation	8,000
565501: Car Allowance Transportation	170,000
565600: Membership Fees	20,750
565800: Internal Services	50,000
565801: Internal Services Gas	59,000
566000: Professional Services	159,000
566500: Legal Services	20,000
SubTotal	**1,531,250**
TTL Transfers Out	
700002: 27th Pay Reserve	28,038
SubTotal	**28,038**
Department Total	**11,156,322**

City of St. Louis
1000 General Fund - C622000 Neighborhood Stabilization - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,928,902
510900: Overtime Regular Employees	200,000
512000: FICA	162,861
513800: Employee Retirement Plan	309,010
513810: Employee Retirement System Debt Contr	38,578
514700: Workers Compensation Admin	24,111
515000: Medical Insurance	386,100
515030: Life Insurance	7,523
515060: Long Term Disability	2,700
SubTotal	**3,059,786**

TTL Materials and Supplies	
520000: Computer Supplies	8,000
520500: Office Supplies	20,000
521000: Communication Supplies	4,000
521506: Wearing Apparel	4,000
523005: Employee Awards and Incentives	4,000
SubTotal	**40,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,900
SubTotal	**2,900**

TTL Non Capital Equipment	
540000: Computer Equipment	10,000
SubTotal	**10,000**

Computer Software Licenses	
560001: Computer Software Licenses	1,000
560500: Office Services	3,000
561000: Communication Services	30,000
561005: Cellular Phone Services	9,000

City of St. Louis
1000 General Fund - C622000 Neighborhood Stabilization - FY27

563000: Education and Training Services	20,000
565501: Car Allowance Transportation	88,859
565800: Internal Services	3,000
566000: Professional Services	2,000
566069: REJIS	0
SubTotal	**156,859**
TTL Transfers Out	
700002: 27th Pay Reserve	8,487
SubTotal	**8,487**
Department Total	**3,278,032**

City of St. Louis
1000 General Fund - C625000 City Emergency Management Agency - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	438,044
512000: FICA	44,466
513800: Employee Retirement Plan	95,382
513810: Employee Retirement System Debt Contr	11,625
514700: Workers Compensation Admin	7,266
515000: Medical Insurance	79,600
515030: Life Insurance	2,267
515060: Long Term Disability	814
SubTotal	**679,464**

TTL Materials and Supplies	
520000: Computer Supplies	6,100
520500: Office Supplies	7,000
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	6,000
521503: Weather Siren Parts	0
523000: Education and Training Materials and Supplies	5,100
SubTotal	**25,200**

TTL Non Capital Equipment	
540000: Computer Equipment	2,000
SubTotal	**2,000**

Computer Services	
560000: Computer Services	7,700
560001: Computer Software Licenses	12,200
560500: Office Services	5,000
561000: Communication Services	8,000
561005: Cellular Phone Services	4,800
561509: Emergency System Services	7,500
562500: Fleet Services	5,000
562502: Vehicle Washing Services	450

City of St. Louis

1000 General Fund - C625000 City Emergency Management Agency - FY27

563000: Education and Training Services	8,000
563001: Training Certification and Licensing	0
565400: Travel Out of Town	5,000
565500: Transportation	5,000
565600: Membership Fees	2,500
565800: Internal Services	1,000
565801: Internal Services Gas	2,000
566000: Professional Services	50,000
SubTotal	**124,150**
TTL Transfers Out	
700002: 27th Pay Reserve	1,927
SubTotal	**1,927**
Department Total	**832,741**

City of St. Louis
1000 General Fund - C633000 City Justice Center - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	8,721,718
510900: Overtime Regular Employees	3,000,000
511200: Salaries Per Performance Employees	121,000
512000: FICA	905,968
513800: Employee Retirement Plan	1,397,219
513810: Employee Retirement System Debt Contr	174,434
514400: Workers Compensation Disability	120,000
514500: Workers Compensation Settlements	701,000
514700: Workers Compensation Admin	109,021
515000: Medical Insurance	2,257,200
515030: Life Insurance	34,015
515060: Long Term Disability	12,210
SubTotal	**17,553,786**

TTL Materials and Supplies	
520000: Computer Supplies	25,000
520500: Office Supplies	50,000
521000: Communication Supplies	1,500
521500: Health and Safety Supplies	65,000
521517: Emergency System Safety Supplies	12,000
521518: Protective Clothing	100,000
522000: Facility and Grounds Supplies	210,000
523000: Education and Training Materials and Supplies	25,000
SubTotal	**488,500**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	31,200
SubTotal	**31,200**

Computer Software Licenses	
560001: Computer Software Licenses	5,000
560500: Office Services	12,000

City of St. Louis
1000 General Fund - C633000 City Justice Center - FY27

561000: Communication Services	165,500
561005: Cellular Phone Services	0
561500: Health and Safety Services	625,000
561505: Prisoner Medical Services	12,000,000
561507: Inmate Food Services	2,200,000
562000: Facility and Grounds Services	575,000
563000: Education and Training Services	10,000
565800: Internal Services	10,000
565801: Internal Services Gas	18,000
566069: REJIS	225,000
SubTotal	**15,845,500**
TTL Transfers Out	
700002: 27th Pay Reserve	38,376
SubTotal	**38,376**
Department Total	**33,957,362**

City of St. Louis
1000 General Fund - C635000 Civilian Oversight Board - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	773,749
510900: Overtime Regular Employees	5,000
512000: FICA	59,574
513800: Employee Retirement Plan	123,955
513810: Employee Retirement System Debt Contr	15,475
514700: Workers Compensation Admin	9,672
515000: Medical Insurance	108,900
515030: Life Insurance	3,018
515060: Long Term Disability	1,083
SubTotal	**1,100,426**

TTL Materials and Supplies	
520000: Computer Supplies	2,000
520500: Office Supplies	5,000
521000: Communication Supplies	1,000
523002: Subscriptions	1,000
SubTotal	**9,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	3,000
SubTotal	**3,000**

TTL Non Capital Equipment	
540500: Office Equipment	5,000
SubTotal	**5,000**

Computer Services	
560000: Computer Services	2,500
560001: Computer Software Licenses	2,000
560500: Office Services	5,000
561000: Communication Services	5,000
563000: Education and Training Services	5,000

City of St. Louis
1000 General Fund - C635000 Civilian Oversight Board - FY27

565400: Travel Out of Town	5,000
565500: Transportation	5,000
565600: Membership Fees	2,000
565800: Internal Services	2,500
565801: Internal Services Gas	2,000
566043: Outreach	1,500
SubTotal	**37,500**
TTL Transfers Out	
700002: 27th Pay Reserve	3,404
SubTotal	**3,404**
Department Total	**1,158,330**

City of St. Louis
1000 General Fund - C650000 Police Department - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	21,073,896
510110: Salaries Police	42,097,407
510900: Overtime Regular Employees	2,819,614
510910: Overtime Police	13,426,564
511200: Salaries Per Performance Employees	310,672
511302: Members Various Boards	5,000
512000: FICA	1,851,620
512010: FICA Commissioned	805,098
513800: Employee Retirement Plan	3,376,038
513810: Employee Retirement System Debt Contr	421,478
514400: Workers Compensation Disability	400,000
514500: Workers Compensation Settlements	4,600,000
514700: Workers Compensation Admin	782,267
515000: Medical Insurance	11,804,622
515010: Medical Insurance Retirees	16,375,061
515020: Dental Insurance	557,626
515030: Life Insurance	246,368
515040: Life Insurance Retirees	15,000
515060: Long Term Disability	88,440
SubTotal	**121,056,771**

TTL Materials and Supplies	
520000: Computer Supplies	448,145
520500: Office Supplies	505,576
521000: Communication Supplies	284,860
521002: Telephone Parts and Supplies	43,000
521500: Health and Safety Supplies	1,117,013
521506: Wearing Apparel	1,231,439
521507: Ammunition	365,330
522000: Facility and Grounds Supplies	3,000
522500: Fleet Materials and Supplies	100,625
523000: Education and Training Materials and Supplies	135,121

City of St. Louis
1000 General Fund - C650000 Police Department - FY27

524000: Recreation Materials and Supplies	24,000
SubTotal	**4,258,109**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	89,500
531500: Health and Safety Rental and Leases	660
SubTotal	**90,160**
TTL Non Capital Equipment	
540000: Computer Equipment	335,717
540500: Office Equipment	29,500
541000: Communication Equipment	3,300
541500: Health and Safety Equipment	800,901
542500: Fleet Equipment	372,700
SubTotal	**1,542,118**
TTL Capital Assets	
550000: Computer Capital Asset	649,000
551000: Communication Capital Asset	140,000
551500: Health and Safety Capital Asset	224,000
552500: Fleet Capital Asset	2,169,000
SubTotal	**3,182,000**
Computer Services	
560000: Computer Services	815,406
560001: Computer Software Licenses	3,332,925
560002: Computer Technology Body Camera Services	2,016,387
560500: Office Services	49,620
560502: Office Software Licenses	4,000
560503: Postal Services Office Services	12,000
561000: Communication Services	2,457,020
561500: Health and Safety Services	612,984
562000: Facility and Grounds Services	0

City of St. Louis
1000 General Fund - C650000 Police Department - FY27

562502: Vehicle Washing Services	54,000
563000: Education and Training Services	141,400
563005: Scholarship Program	100,000
563006: Employee Recognition Awards and Catering	8,000
565000: Parking Services	3,800
565400: Travel Out of Town	15,000
565600: Membership Fees	50,000
565800: Internal Services	10,265,000
565801: Internal Services Gas	1,878,000
566000: Professional Services	932,157
566001: Auditing Services	150,000
566013: Software Consultants and Services	322,400
566014: Police Metro Air Support	260,000
566049: Investigative and Informant	40,000
566068: Recruiting	100,000
566069: REJIS	2,118,448
566081: Promotional Testing	300,000
566500: Legal Services	1,698,435
566503: Judgements Internal Services	1,000,000
567600: Surety Bond Premiums and Insurance	176,500
SubTotal	**28,913,482**

TTL Transfers Out	
700002: 27th Pay Reserve	275,338
SubTotal	**275,338**

Department Total	**159,317,977**

City of St. Louis
1000 General Fund - C650001 Police City Marshals - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	974,870
510900: Overtime Regular Employees	173,947
512000: FICA	87,885
513800: Employee Retirement Plan	156,174
513810: Employee Retirement System Debt Contr	19,497
514700: Workers Compensation Admin	12,186
515000: Medical Insurance	237,600
515020: Dental Insurance	4,770
515030: Life Insurance	3,802
515060: Long Term Disability	1,365
SubTotal	**1,672,096**
Health and Safety Services	
561500: Health and Safety Services	5,000
566000: Professional Services	280,000
SubTotal	**285,000**
TTL Transfers Out	
700002: 27th Pay Reserve	4,289
SubTotal	**4,289**
Department Total	**1,961,385**

City of St. Louis
1000 General Fund - C650002 Police Park Rangers - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,324,362
510900: Overtime Regular Employees	307,031
512000: FICA	124,802
513800: Employee Retirement Plan	212,163
513810: Employee Retirement System Debt Contr	26,487
514700: Workers Compensation Admin	16,555
515000: Medical Insurance	306,900
515020: Dental Insurance	14,789
515030: Life Insurance	5,165
515060: Long Term Disability	1,854
SubTotal	**2,340,107**
TTL Materials and Supplies	
521500: Health and Safety Supplies	2,000
SubTotal	**2,000**
TTL Transfers Out	
700002: 27th Pay Reserve	5,827
SubTotal	**5,827**
Department Total	**2,347,934**

City of St. Louis
1000 General Fund - C651000 Police Retirement System - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	546,709
510900: Overtime Regular Employees	4,000
512000: FICA	41,824
513800: Employee Retirement Plan	96,221
513810: Employee Retirement System Debt Contr	10,934
513900: Police Retirement Plan	23,862,208
514700: Workers Compensation Admin	6,834
515000: Medical Insurance	60,600
515030: Life Insurance	2,132
515060: Long Term Disability	765
SubTotal	**24,632,227**
TTL Transfers Out	
700002: 27th Pay Reserve	2,406
SubTotal	**2,406**
Department Total	**24,634,633**

City of St. Louis
1000 General Fund - C800000 Director of Human Services - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,364,357
511200: Salaries Per Performance Employees	35,000
511210: Salaries Per Performance Commissioned	0
512000: FICA	107,051
512010: FICA Commissioned	0
513800: Employee Retirement Plan	218,570
513810: Employee Retirement System Debt Contr	27,287
514700: Workers Compensation Admin	17,054
515000: Medical Insurance	188,100
515030: Life Insurance	5,321
515060: Long Term Disability	1,910
SubTotal	**1,964,650**

TTL Materials and Supplies	
520000: Computer Supplies	7,634
520500: Office Supplies	10,620
521500: Health and Safety Supplies	94
522000: Facility and Grounds Supplies	376
523000: Education and Training Materials and Supplies	1,865
SubTotal	**20,589**

TTL Rental and Non Capital Leases	
530000: Computer Rental and Leases	5,250
530500: Office Rental and Leases	5,250
SubTotal	**10,500**

TTL Capital Assets	
557000: Capital Leases	312
SubTotal	**312**

Computer Services	
560000: Computer Services	8,137

City of St. Louis
1000 General Fund - C800000 Director of Human Services - FY27

560001: Computer Software Licenses	6,940
560500: Office Services	3,393
560501: Maintenance Services	50,000
561000: Communication Services	17,650
561502: Demolition-Unsafe Buildings	70,000
562000: Facility and Grounds Services	2,821
563000: Education and Training Services	5,600
565400: Travel Out of Town	5,000
565500: Transportation	2,700
565600: Membership Fees	1,803
565800: Internal Services	16,800
565801: Internal Services Gas	5,600
566000: Professional Services	43,217
566056: Emergency Shelter	0
SubTotal	**239,661**
TTL Transfers Out	
700002: 27th Pay Reserve	6,003
SubTotal	**6,003**
Department Total	**2,241,716**

City of St. Louis
1000 General Fund - C900000 President Board of Public Services - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,998,022
510900: Overtime Regular Employees	5,000
511200: Salaries Per Performance Employees	50,000
512000: FICA	157,056
513800: Employee Retirement Plan	320,083
513810: Employee Retirement System Debt Contr	39,960
514700: Workers Compensation Admin	24,975
515000: Medical Insurance	415,800
515030: Life Insurance	7,792
515060: Long Term Disability	2,797
SubTotal	**3,021,487**

TTL Materials and Supplies	
520000: Computer Supplies	12,000
520500: Office Supplies	20,000
521000: Communication Supplies	500
521500: Health and Safety Supplies	1,000
523000: Education and Training Materials and Supplies	1,000
524500: Major Projects Materials and Supplies	5,000
SubTotal	**39,500**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	12,000
SubTotal	**12,000**

TTL Non Capital Equipment	
540000: Computer Equipment	10,000
SubTotal	**10,000**

Computer Services	
560000: Computer Services	45,000
560500: Office Services	12,700

City of St. Louis
1000 General Fund - C900000 President Board of Public Services - FY27

561000: Communication Services	4,000
562000: Facility and Grounds Services	20,000
563000: Education and Training Services	3,000
564500: Major Projects Contracts and Services	50,000
565400: Travel Out of Town	5,000
565500: Transportation	4,000
565600: Membership Fees	12,000
565800: Internal Services	7,000
565801: Internal Services Gas	6,000
566000: Professional Services	50,000
SubTotal	**218,700**
TTL Transfers Out	
700002: 27th Pay Reserve	8,791
SubTotal	**8,791**
Department Total	**3,310,478**

City of St. Louis
1000 General Fund - C903000 Facilities Management Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	2,339,396
510900: Overtime Regular Employees	100,000
512000: FICA	186,614
513800: Employee Retirement Plan	374,771
513810: Employee Retirement System Debt Contr	46,788
514500: Workers Compensation Settlements	143,000
514700: Workers Compensation Admin	29,242
515000: Medical Insurance	386,100
515030: Life Insurance	9,124
515060: Long Term Disability	3,275
SubTotal	**3,618,310**

TTL Materials and Supplies	
520000: Computer Supplies	14,000
520500: Office Supplies	15,000
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	11,000
522000: Facility and Grounds Supplies	450,000
522002: Central Facility Supplies	30,000
SubTotal	**521,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	7,000
532000: Facility and Grounds Rental and Leases	5,000
SubTotal	**12,000**

TTL Non Capital Equipment	
540000: Computer Equipment	1,500
542000: Facility and Grounds Equipment	50,000
542002: Central Facilities Equipment	15,000
SubTotal	**66,500**

City of St. Louis
1000 General Fund - C903000 Facilities Management Division - FY27

TTL Capital Assets	
552000: Facility and Grounds Capital Asset	25,000
SubTotal	**25,000**
Office Services	
560500: Office Services	5,000
561000: Communication Services	15,000
561500: Health and Safety Services	250,000
562000: Facility and Grounds Services	2,315,380
562002: Central Facilities Services	70,000
563000: Education and Training Services	0
565500: Transportation	27,000
565701: Electric	4,005,426
565702: Natural Gas	981,855
565703: Steam	2,403,403
565704: Sewer	2,146,026
565801: Internal Services Gas	32,215
566000: Professional Services	80,000
SubTotal	**12,331,305**
TTL Debt Service	
575502: Principal DNR Loan Payment	225,442
575702: Interest DNR Loan Payment	15,139
SubTotal	**240,581**
TTL Transfers Out	
700002: 27th Pay Reserve	10,293
SubTotal	**10,293**
Department Total	**16,824,990**

City of St. Louis
1000 General Fund - C910000 Equipment Services Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	2,799,678
510900: Overtime Regular Employees	145,000
512000: FICA	225,268
513800: Employee Retirement Plan	448,508
513810: Employee Retirement System Debt Contr	55,994
514500: Workers Compensation Settlements	200,000
514700: Workers Compensation Admin	34,996
515000: Medical Insurance	891,000
515030: Life Insurance	10,919
515060: Long Term Disability	3,920
SubTotal	**4,815,282**

TTL Materials and Supplies	
520000: Computer Supplies	5,500
520500: Office Supplies	9,000
521500: Health and Safety Supplies	30,000
522000: Facility and Grounds Supplies	2,500
522500: Fleet Materials and Supplies	58,400
522501: Gasoline and Diesel Fuel	500
523000: Education and Training Materials and Supplies	375
SubTotal	**106,275**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	5,620
532500: Fleet Rental and Leases	25,774
SubTotal	**31,394**

TTL Non Capital Equipment	
540000: Computer Equipment	40,000
542500: Fleet Equipment	23,900
SubTotal	**63,900**

City of St. Louis
1000 General Fund - C910000 Equipment Services Division - FY27

TTL Capital Assets	
552500: Fleet Capital Asset	40,000
SubTotal	**40,000**
Computer Services	
560000: Computer Services	129,000
560500: Office Services	1,050
561000: Communication Services	7,000
561500: Health and Safety Services	55,743
562000: Facility and Grounds Services	95,000
562500: Fleet Services	2,448,527
563000: Education and Training Services	33,750
563500: Environmental Services	6,000
565500: Transportation	500
565600: Membership Fees	1,100
565800: Internal Services	200
565801: Internal Services Gas	22,405
566000: Professional Services	1,000
566079: Support Services	5,700,000
566080: Fleet Contract Services	3,500,000
SubTotal	**12,001,275**
TTL Transfers Out	
700002: 27th Pay Reserve	12,319
SubTotal	**12,319**
Department Total	**17,070,445**

City of St. Louis
1000 General Fund - C914000 Office of Special Events - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	148,482
512000: FICA	11,359
513800: Employee Retirement Plan	23,787
513810: Employee Retirement System Debt Contr	2,970
514700: Workers Compensation Admin	1,856
515000: Medical Insurance	19,800
515030: Life Insurance	579
515060: Long Term Disability	208
SubTotal	**209,040**
TTL Materials and Supplies	
520500: Office Supplies	400
SubTotal	**400**
Office Services	
560500: Office Services	1,180
565800: Internal Services	100
SubTotal	**1,280**
TTL Transfers Out	
700002: 27th Pay Reserve	653
SubTotal	**653**
Department Total	**211,374**

City of St. Louis
1000 General Fund - C930000 Soldiers Memorial - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	108,782
512000: FICA	8,322
513800: Employee Retirement Plan	17,427
513810: Employee Retirement System Debt Contr	2,176
514700: Workers Compensation Admin	1,360
515000: Medical Insurance	19,800
515030: Life Insurance	424
515060: Long Term Disability	152
SubTotal	**158,443**

TTL Materials and Supplies	
520500: Office Supplies	1,600
521500: Health and Safety Supplies	300
SubTotal	**1,900**

Communication Services	
561000: Communication Services	250
561500: Health and Safety Services	1,000
563000: Education and Training Services	100
565500: Transportation	50
565600: Membership Fees	300
SubTotal	**1,700**

TTL Transfers Out	
700002: 27th Pay Reserve	479
SubTotal	**479**

Department Total	**162,521**

City of St. Louis
1001 Police Contracts - C650034 650034-Police Contracts - FY27

TTL Personal Services	Amount
510910: Overtime Police	1,770,000
512010: FICA Commissioned	0
SubTotal	**1,770,000**
Department Total	**1,770,000**

City of St. Louis
1002 Communications - C401000 Communications Division - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	802,378
510900: Overtime Regular Employees	10,000
511200: Salaries Per Performance Employees	125,000
512000: FICA	71,709
513800: Employee Retirement Plan	128,541
513810: Employee Retirement System Debt Contr	16,048
514700: Workers Compensation Admin	10,030
515000: Medical Insurance	128,700
515030: Life Insurance	3,129
515060: Long Term Disability	1,123
SubTotal	**1,296,658**
TTL Materials and Supplies	
520000: Computer Supplies	4,500
520500: Office Supplies	7,000
521500: Health and Safety Supplies	100
522000: Facility and Grounds Supplies	11,000
523000: Education and Training Materials and Supplies	500
SubTotal	**23,100**
TTL Non Capital Equipment	
540000: Computer Equipment	6,000
542000: Facility and Grounds Equipment	1,000
SubTotal	**7,000**

Computer Services	
560000: Computer Services	2,000
560001: Computer Software Licenses	15,000
561000: Communication Services	700
561500: Health and Safety Services	150
562000: Facility and Grounds Services	6,000
562500: Fleet Services	100

City of St. Louis
1002 Communications - C401000 Communications Division - FY27

563000: Education and Training Services	300
565400: Travel Out of Town	600
565500: Transportation	100
565600: Membership Fees	1,500
565801: Internal Services Gas	5,000
566003: Public Relations	0
SubTotal	**31,450**
Department Total	**1,358,208**

City of St. Louis
1002 Communications - C401001 Technology Deployment - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	68,666
512000: FICA	5,253
513800: Employee Retirement Plan	11,000
513810: Employee Retirement System Debt Contr	1,373
514700: Workers Compensation Admin	858
515000: Medical Insurance	9,900
515030: Life Insurance	268
515060: Long Term Disability	96
SubTotal	**97,415**
Department Total	**97,415**

City of St. Louis
1110 Use Tax - C139009 City Counselor Affirmative Litigation - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	489,071
510900: Overtime Regular Employees	500
512000: FICA	37,452
513800: Employee Retirement Plan	78,349
513810: Employee Retirement System Debt Contr	9,781
514700: Workers Compensation Admin	6,113
515000: Medical Insurance	49,500
515030: Life Insurance	1,907
515060: Long Term Disability	685
SubTotal	**673,359**

TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	5,000
523000: Education and Training Materials and Supplies	3,000
SubTotal	**11,000**

Education and Training Services	
563000: Education and Training Services	12,000
565600: Membership Fees	2,050
566000: Professional Services	50,000
SubTotal	**64,050**

Department Total	748,409

City of St. Louis
1110 Use Tax - C143000 Affordable Housing Commission - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	468,893
510900: Overtime Regular Employees	2,000
511100: Salaries Temporary Employees	40,000
511200: Salaries Per Performance Employees	20,000
512000: FICA	37,553
513800: Employee Retirement Plan	75,117
513810: Employee Retirement System Debt Contr	9,378
514700: Workers Compensation Admin	5,861
515000: Medical Insurance	59,400
515030: Life Insurance	1,829
515060: Long Term Disability	656
SubTotal	**720,687**

TTL Materials and Supplies	
520500: Office Supplies	6,000
521000: Communication Supplies	1,000
523000: Education and Training Materials and Supplies	1,500
SubTotal	**8,500**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	7,000
533000: Education and Training Rental and Leases	700
535300: Land and Buildings Rental and Leases	1,000
SubTotal	**8,700**

TTL Non Capital Equipment	
540500: Office Equipment	6,000
SubTotal	**6,000**

Office Services	
560500: Office Services	3,000
561000: Communication Services	1,500

City of St. Louis
1110 Use Tax - C143000 Affordable Housing Commission - FY27

563000: Education and Training Services	4,000
565400: Travel Out of Town	1,000
565500: Transportation	5,000
565700: Utilities	500
565800: Internal Services	200,000
566000: Professional Services	18,000
567806: Subsidy Housing Assistance	5,769,591
SubTotal	**6,002,591**

TTL Debt Service	
575900: Admin Fees	700
SubTotal	**700**

Department Total	**6,747,178**

City of St. Louis
1110 Use Tax - C214001 Forestry Division Use Tax - FY27

Professional Services	
566000: Professional Services	2,000,000
SubTotal	**2,000,000**
Department Total	**2,000,000**

City of St. Louis
1110 Use Tax - C516002 Refuse Division Use Tax - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	692,289
510900: Overtime Regular Employees	50,000
512000: FICA	56,785
513800: Employee Retirement Plan	110,905
513810: Employee Retirement System Debt Contr	13,846
514700: Workers Compensation Admin	8,654
515000: Medical Insurance	138,600
515030: Life Insurance	2,700
515060: Long Term Disability	969
SubTotal	**1,074,747**

TTL Materials and Supplies	
520500: Office Supplies	575
521500: Health and Safety Supplies	1,750
522000: Facility and Grounds Supplies	4,000
522500: Fleet Materials and Supplies	500
523500: Environmental Materials and Supplies	300
SubTotal	**7,125**

Office Services	
560500: Office Services	1,250
562000: Facility and Grounds Services	1,250
SubTotal	**2,500**

Department Total	**1,084,372**

City of St. Louis
1110 Use Tax - C612004 Fire Pension Use Tax - FY27

TTL Personal Services	Amount
513920: Firefighters Retirement Plan	675,000
SubTotal	**675,000**

Department Total	**675,000**

City of St. Louis
1110 Use Tax - C619003 Office of Violence Prevention Use Tax - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,005,420
512000: FICA	76,915
513800: Employee Retirement Plan	161,068
513810: Employee Retirement System Debt Contr	20,108
514700: Workers Compensation Admin	12,568
515000: Medical Insurance	148,500
515030: Life Insurance	3,921
515060: Long Term Disability	1,408
SubTotal	**1,429,908**

TTL Materials and Supplies	
520000: Computer Supplies	6,000
520500: Office Supplies	8,000
521000: Communication Supplies	200
521506: Wearing Apparel	3,000
522501: Gasoline and Diesel Fuel	0
523000: Education and Training Materials and Supplies	5,000
SubTotal	**22,200**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	53,000
SubTotal	**53,000**

TTL Non Capital Equipment	
540500: Office Equipment	7,000
SubTotal	**7,000**

Computer Software Licenses	
560001: Computer Software Licenses	82,000
560500: Office Services	2,500
561000: Communication Services	6,000
562502: Vehicle Washing Services	1,000

City of St. Louis
1110 Use Tax - C619003 Office of Violence Prevention Use Tax - FY27

563000: Education and Training Services	2,500
563007: Non Employee Recognition Awards and Catering	0
565400: Travel Out of Town	25,000
565600: Membership Fees	3,000
565801: Internal Services Gas	3,000
566000: Professional Services	6,500,000
566098: Supportive Reentry Program	700,000
SubTotal	**7,325,000**

Department Total	**8,837,108**

City of St. Louis
1110 Use Tax - C620001 Housing Conservation - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,861,028
510900: Overtime Regular Employees	40,000
512000: FICA	145,429
513800: Employee Retirement Plan	298,137
513810: Employee Retirement System Debt Contr	37,221
514700: Workers Compensation Admin	23,263
515000: Medical Insurance	316,800
515030: Life Insurance	7,258
515060: Long Term Disability	2,605
SubTotal	**2,731,740**

TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	36,000
521500: Health and Safety Supplies	15,500
SubTotal	**54,500**

TTL Non Capital Equipment	
541500: Health and Safety Equipment	30,000
SubTotal	**30,000**

Computer Services	
560000: Computer Services	5,000
560003: Computer and Tech System Development	70,000
561000: Communication Services	70,000
565500: Transportation	6,000
565501: Car Allowance Transportation	66,000
566500: Legal Services	15,000
SubTotal	**232,000**
Department Total	**3,048,240**

City of St. Louis
1110 Use Tax - C620002 Demolition and Board Up Fund - FY27

Demolition-Unsafe Buildings	
561502: Demolition-Unsafe Buildings	5,500,000
SubTotal	**5,500,000**
Department Total	**5,500,000**

City of St. Louis
1110 Use Tax - C650003 Police Department Use Tax - FY27

TTL Personal Services	Amount
510110: Salaries Police	17,375,062
512000: FICA	251,938
SubTotal	**17,627,000**
Department Total	**17,627,000**

City of St. Louis
1110 Use Tax - C651003 Police Pension Use Tax - FY27

TTL Personal Services	Amount
513900: Police Retirement Plan	2,650,000
SubTotal	**2,650,000**

Department Total	**2,650,000**

City of St. Louis
1110 Use Tax - C700001 Director of Health and Hospitals Use Tax - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,359,798
510900: Overtime Regular Employees	15,000
511200: Salaries Per Performance Employees	5,000
512000: FICA	105,555
513800: Employee Retirement Plan	217,840
513810: Employee Retirement System Debt Contr	27,196
514700: Workers Compensation Admin	16,997
515000: Medical Insurance	227,700
515030: Life Insurance	5,303
515060: Long Term Disability	1,904
SubTotal	**1,982,293**
TTL Materials and Supplies	
520000: Computer Supplies	20,764
520500: Office Supplies	30,000
521000: Communication Supplies	500
521500: Health and Safety Supplies	12,055
523000: Education and Training Materials and Supplies	500
SubTotal	**63,819**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	11,975
SubTotal	**11,975**
TTL Non Capital Equipment	
540000: Computer Equipment	11,511
540500: Office Equipment	6,000
SubTotal	**17,511**
Computer Services	
560000: Computer Services	73,014
560500: Office Services	14,903

City of St. Louis

1110 Use Tax - C700001 Director of Health and Hospitals Use Tax - FY27

561000: Communication Services	70,000
561500: Health and Safety Services	10,000
563000: Education and Training Services	23,700
565400: Travel Out of Town	20,000
565500: Transportation	2,250
565600: Membership Fees	40,415
565800: Internal Services	100,000
566000: Professional Services	257,000
SubTotal	**611,282**
Department Total	**2,686,880**

City of St. Louis
1110 Use Tax - C700002 Health Care Trust - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	883,870
510900: Overtime Regular Employees	5,000
512000: FICA	67,999
513800: Employee Retirement Plan	141,596
513810: Employee Retirement System Debt Contr	17,677
514700: Workers Compensation Admin	11,048
515000: Medical Insurance	148,500
515030: Life Insurance	3,447
515060: Long Term Disability	1,237
SubTotal	**1,280,375**

TTL Materials and Supplies	
520000: Computer Supplies	10,450
520500: Office Supplies	10,800
521000: Communication Supplies	1,250
521500: Health and Safety Supplies	19,900
523000: Education and Training Materials and Supplies	2,400
SubTotal	**44,800**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	7,111
SubTotal	**7,111**

TTL Non Capital Equipment	
540000: Computer Equipment	2,500
SubTotal	**2,500**

Office Services	
560500: Office Services	1,950
561000: Communication Services	1,836
563000: Education and Training Services	35,000
564500: Major Projects Contracts and Services	1,409,628

City of St. Louis
1110 Use Tax - C700002 Health Care Trust - FY27

565500: Transportation	1,800
565600: Membership Fees	5,000
566000: Professional Services	840,000
566025: Medical Exam Services	270,000
SubTotal	**2,565,214**
TTL Transfers Out	
700001: Transfer Out	2,125,000
SubTotal	**2,125,000**
Department Total	**6,025,000**

City of St. Louis
1110 Use Tax - C700020 Inmate Medical - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	418,002
510900: Overtime Regular Employees	3,000
512000: FICA	32,207
513800: Employee Retirement Plan	66,964
513810: Employee Retirement System Debt Contr	8,360
514700: Workers Compensation Admin	5,225
515000: Medical Insurance	59,400
515030: Life Insurance	1,630
515060: Long Term Disability	585
SubTotal	**595,373**

TTL Materials and Supplies	
520000: Computer Supplies	4,360
520500: Office Supplies	5,000
521000: Communication Supplies	500
521500: Health and Safety Supplies	2,500
523000: Education and Training Materials and Supplies	3,000
SubTotal	**15,360**

Computer Services	
560000: Computer Services	1,000
561000: Communication Services	2,880
563000: Education and Training Services	600
565400: Travel Out of Town	4,000
565500: Transportation	500
565600: Membership Fees	200
566000: Professional Services	405,000
SubTotal	**414,180**

Department Total	**1,024,913**

City of St. Louis
1110 Use Tax - C710000 Commissioner of Health - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	807,912
512000: FICA	61,805
513800: Employee Retirement Plan	129,428
513810: Employee Retirement System Debt Contr	16,158
514700: Workers Compensation Admin	10,099
515000: Medical Insurance	99,000
515030: Life Insurance	3,151
515060: Long Term Disability	1,131
SubTotal	**1,128,684**
Department Total	**1,128,684**

City of St. Louis
1110 Use Tax - C711000 Communicable Disease Control - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,174,704
510900: Overtime Regular Employees	27,500
512000: FICA	91,969
513800: Employee Retirement Plan	188,188
513810: Employee Retirement System Debt Contr	23,494
514700: Workers Compensation Admin	14,684
515000: Medical Insurance	198,000
515030: Life Insurance	4,581
515060: Long Term Disability	1,645
SubTotal	**1,724,764**

TTL Materials and Supplies	
520000: Computer Supplies	1,500
520500: Office Supplies	7,600
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	12,260
523000: Education and Training Materials and Supplies	900
SubTotal	**23,260**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,597
535300: Land and Buildings Rental and Leases	8,415
SubTotal	**11,012**

TTL Non Capital Equipment	
541500: Health and Safety Equipment	1,215
SubTotal	**1,215**

Computer Services	
560000: Computer Services	7,698
560500: Office Services	7,000
561000: Communication Services	7,920

City of St. Louis
1110 Use Tax - C711000 Communicable Disease Control - FY27

561500: Health and Safety Services	9,350
562000: Facility and Grounds Services	1,000
563000: Education and Training Services	5,000
563500: Environmental Services	1,080
565400: Travel Out of Town	8,550
565500: Transportation	2,840
565600: Membership Fees	1,605
565800: Internal Services	60,000
566000: Professional Services	98,932
SubTotal	**210,975**

Department Total	**1,971,226**

City of St. Louis
1110 Use Tax - C714000 Rabies Control - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	634,776
510900: Overtime Regular Employees	15,000
511200: Salaries Per Performance Employees	55,000
512000: FICA	53,915
513800: Employee Retirement Plan	101,691
513810: Employee Retirement System Debt Contr	12,696
514700: Workers Compensation Admin	7,935
515000: Medical Insurance	128,700
515030: Life Insurance	2,476
515060: Long Term Disability	889
SubTotal	**1,013,077**

TTL Materials and Supplies	
520000: Computer Supplies	1,354
520500: Office Supplies	6,248
521000: Communication Supplies	750
521500: Health and Safety Supplies	3,055
521506: Wearing Apparel	1,700
SubTotal	**13,107**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,207
535300: Land and Buildings Rental and Leases	129,686
SubTotal	**131,893**

Communication Services	
561000: Communication Services	7,620
561500: Health and Safety Services	2,000
563000: Education and Training Services	2,500
565400: Travel Out of Town	10,000
565800: Internal Services	43,600
565801: Internal Services Gas	13,000

City of St. Louis
1110 Use Tax - C714000 Rabies Control - FY27

566000: Professional Services	1,363,424
SubTotal	**1,442,144**
Department Total	**2,600,221**

City of St. Louis

1110 Use Tax - C715000 Community Sanitation and Vector Control - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,608,676
510900: Overtime Regular Employees	35,000
512000: FICA	125,741
513800: Employee Retirement Plan	257,710
513810: Employee Retirement System Debt Contr	32,174
514700: Workers Compensation Admin	20,108
515000: Medical Insurance	287,100
515030: Life Insurance	6,274
515060: Long Term Disability	2,252
SubTotal	**2,375,035**

TTL Materials and Supplies	
520500: Office Supplies	3,250
521000: Communication Supplies	750
521500: Health and Safety Supplies	6,018
523000: Education and Training Materials and Supplies	199
SubTotal	**10,217**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,207
535300: Land and Buildings Rental and Leases	22,520
SubTotal	**24,727**

Office Services	
560500: Office Services	450
561000: Communication Services	23,580
561500: Health and Safety Services	3,375
563000: Education and Training Services	2,960
565400: Travel Out of Town	9,500
565500: Transportation	28,512
565600: Membership Fees	2,600
565700: Utilities	1,440

City of St. Louis
1110 Use Tax - C715000 Community Sanitation and Vector Control - FY27

565800: Internal Services	67,840
565801: Internal Services Gas	10,000
566000: Professional Services	30,000
SubTotal	**180,257**

Department Total	**2,590,236**

City of St. Louis
1110 Use Tax - C719000 Family Community and School Health - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	944,606
510900: Overtime Regular Employees	50,000
512000: FICA	76,087
513800: Employee Retirement Plan	151,326
513810: Employee Retirement System Debt Contr	18,892
514700: Workers Compensation Admin	11,808
515000: Medical Insurance	168,300
515030: Life Insurance	3,684
515060: Long Term Disability	1,322
SubTotal	**1,426,025**

TTL Materials and Supplies	
520000: Computer Supplies	10,250
520500: Office Supplies	3,120
521000: Communication Supplies	250
521500: Health and Safety Supplies	14,853
523000: Education and Training Materials and Supplies	2,750
SubTotal	**31,223**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,277
SubTotal	**2,277**

Computer Services	
560000: Computer Services	2,050
560500: Office Services	756
561000: Communication Services	8,520
561500: Health and Safety Services	2,400
563000: Education and Training Services	4,500
565400: Travel Out of Town	12,000
565500: Transportation	6,000
565600: Membership Fees	832

City of St. Louis
1110 Use Tax - C719000 Family Community and School Health - FY27

565800: Internal Services	50,000
566000: Professional Services	101,448
SubTotal	**188,506**
Department Total	**1,648,031**

City of St. Louis
1110 Use Tax - C800001 Homeless Services - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	942,746
510900: Overtime Regular Employees	20,000
512000: FICA	73,650
513800: Employee Retirement Plan	151,028
513810: Employee Retirement System Debt Contr	18,855
514700: Workers Compensation Admin	11,784
515000: Medical Insurance	188,100
515030: Life Insurance	3,677
515060: Long Term Disability	1,320
SubTotal	**1,411,160**

TTL Materials and Supplies	
520000: Computer Supplies	27,198
520500: Office Supplies	9,416
521500: Health and Safety Supplies	12,526
522000: Facility and Grounds Supplies	50,604
523000: Education and Training Materials and Supplies	630
SubTotal	**100,374**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	1,600
SubTotal	**1,600**

TTL Non Capital Equipment	
540000: Computer Equipment	23,628
542000: Facility and Grounds Equipment	20,000
SubTotal	**43,628**

TTL Capital Assets	
557000: Capital Leases	156
SubTotal	**156**

City of St. Louis
1110 Use Tax - C800001 Homeless Services - FY27

Computer Services	
560000: Computer Services	28,868
560500: Office Services	7,680
561000: Communication Services	9,500
562000: Facility and Grounds Services	35,827
563000: Education and Training Services	6,800
565400: Travel Out of Town	5,000
565500: Transportation	2,300
565600: Membership Fees	552
565800: Internal Services	500
566000: Professional Services	1,046,000
566056: Emergency Shelter	2,000,000
SubTotal	**3,143,027**
Department Total	**4,699,945**

City of St. Louis

1111 Budgeted Special Fund - C123002 Personnel Benefits Administration - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	631,833
512000: FICA	48,335
513800: Employee Retirement Plan	101,220
513810: Employee Retirement System Debt Contr	12,637
514700: Workers Compensation Admin	7,898
515000: Medical Insurance	80,685
515030: Life Insurance	2,464
515060: Long Term Disability	885
SubTotal	**885,956**
TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	7,000
523008: Certifications and Professional Licenses	2,500
525100: Wellness Program Supplies	100,000
SubTotal	**112,500**
TTL Non Capital Equipment	
540500: Office Equipment	6,000
SubTotal	**6,000**
Computer Software Licenses	
560001: Computer Software Licenses	2,000
560500: Office Services	15,880
560501: Maintenance Services	1,800
563000: Education and Training Services	2,000
SubTotal	**21,680**
Department Total	**1,026,136**

City of St. Louis

1111 Budgeted Special Fund - C123003 City Employee Pension Trust Telecommunications - FY27

TTL Transfers Out	
700010: Pass Through to General Fund	6,078,000
SubTotal	**6,078,000**
Department Total	**6,078,000**

City of St. Louis

1111 Budgeted Special Fund - C139002 City Counselor Problem Properties - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	343,548
510900: Overtime Regular Employees	1,000
512000: FICA	26,358
513800: Employee Retirement Plan	55,036
513810: Employee Retirement System Debt Contr	6,871
514700: Workers Compensation Admin	4,294
515000: Medical Insurance	49,500
515030: Life Insurance	1,340
515060: Long Term Disability	481
SubTotal	**488,428**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	1,875
SubTotal	**1,875**

Office Services	
560500: Office Services	1,500
565600: Membership Fees	1,640
SubTotal	**3,140**
Department Total	**493,443**

City of St. Louis

1111 Budgeted Special Fund - C139015 Vacant Building Initiative Fund II (City Counselor's Office) - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	68,610
512000: FICA	5,249
513800: Employee Retirement Plan	10,991
513810: Employee Retirement System Debt Contr	1,372
514700: Workers Compensation Admin	858
515000: Medical Insurance	9,900
515030: Life Insurance	268
515060: Long Term Disability	96
SubTotal	**97,343**
TTL Materials and Supplies	
520000: Computer Supplies	4,500
520500: Office Supplies	2,800
SubTotal	**7,300**
Education and Training Services	
563000: Education and Training Services	2,500
565600: Membership Fees	410
SubTotal	**2,910**
Department Total	**107,553**

City of St. Louis

1111 Budgeted Special Fund - C142031 Vacant Building Initiative Fund II (CDA) - FY27

Professional Services	
566000: Professional Services	328,000
SubTotal	**328,000**
Department Total	**328,000**

City of St. Louis

1111 Budgeted Special Fund - C160001 St Louis Gateway Transportation Center Operations - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	375,693
510900: Overtime Regular Employees	70,000
512000: FICA	34,096
513800: Employee Retirement Plan	60,186
513810: Employee Retirement System Debt Contr	7,514
514700: Workers Compensation Admin	4,696
515000: Medical Insurance	69,300
515030: Life Insurance	1,465
515060: Long Term Disability	526
SubTotal	**623,476**

TTL Materials and Supplies	
520000: Computer Supplies	2,000
520500: Office Supplies	2,000
521000: Communication Supplies	1,200
521500: Health and Safety Supplies	3,000
522000: Facility and Grounds Supplies	5,000
SubTotal	**13,200**

TTL Non Capital Equipment	
540000: Computer Equipment	5,000
SubTotal	**5,000**

TTL Capital Assets	
551000: Communication Capital Asset	20,000
SubTotal	**20,000**

Health and Safety Services	
561500: Health and Safety Services	1,255,000
562000: Facility and Grounds Services	415,000
565701: Electric	150,000
565702: Natural Gas	20,000

565704: Sewer	5,000
SubTotal	**1,845,000**
Department Total	**2,506,676**

City of St. Louis
1111 Budgeted Special Fund - C160013 TIF Administration - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	891,889
512000: FICA	68,230
513800: Employee Retirement Plan	142,881
513810: Employee Retirement System Debt Contr	17,838
514700: Workers Compensation Admin	11,149
515000: Medical Insurance	138,600
515030: Life Insurance	3,478
515060: Long Term Disability	1,249
SubTotal	**1,275,313**
TTL Materials and Supplies	
520000: Computer Supplies	25,000
520500: Office Supplies	25,000
523000: Education and Training Materials and Supplies	5,000
SubTotal	**55,000**
TTL Non Capital Equipment	
540500: Office Equipment	50,000
SubTotal	**50,000**
Facility and Grounds Services	
562000: Facility and Grounds Services	100,000
563000: Education and Training Services	10,000
565600: Membership Fees	5,000
566000: Professional Services	500,000
566002: Management Consulting	25,000
566500: Legal Services	50,000
SubTotal	**690,000**
Department Total	**2,070,313**

City of St. Louis
1111 Budgeted Special Fund - C210002 Forest Park Improvements - FY27

Subsidy	
567800: Subsidy	2,385,000
SubTotal	**2,385,000**
Department Total	**2,385,000**

City of St. Louis
1111 Budgeted Special Fund - C210003 Forest Park Maintenance - FY27

Facility and Grounds Services	
562000: Facility and Grounds Services	618,000
SubTotal	**618,000**
Department Total	**618,000**

City of St. Louis
1111 Budgeted Special Fund - C210004 Lafayette Square Park Fund - FY27

Facility and Grounds Services	
562000: Facility and Grounds Services	40,375
SubTotal	**40,375**
Department Total	**40,375**

City of St. Louis

1111 Budgeted Special Fund - C210019 210019-Forest Park Residual Operating Revenue - FY27

Facility and Grounds Services	
562000: Facility and Grounds Services	770,305
SubTotal	**770,305**
Department Total	**770,305**

City of St. Louis
1111 Budgeted Special Fund - C214002 Hazardous Tree Removal - FY27

Facility and Grounds Services	
562000: Facility and Grounds Services	30,000
SubTotal	**30,000**
Department Total	**30,000**

City of St. Louis

1111 Budgeted Special Fund - C214003 Forest Park Forestry Maintenance - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	229,066
510900: Overtime Regular Employees	5,000
511200: Salaries Per Performance Employees	12,000
512000: FICA	18,824
513800: Employee Retirement Plan	36,696
513810: Employee Retirement System Debt Contr	4,581
514700: Workers Compensation Admin	2,863
515000: Medical Insurance	49,500
515030: Life Insurance	893
515060: Long Term Disability	321
SubTotal	**359,745**
TTL Materials and Supplies	
520000: Computer Supplies	1,000
520500: Office Supplies	600
521500: Health and Safety Supplies	600
522000: Facility and Grounds Supplies	6,000
SubTotal	**8,200**
Department Total	**367,945**

City of St. Louis

1111 Budgeted Special Fund - C220009 Downtown Vending District Parks Fund - FY27

Surety Bond Premiums and Insurance	
567600: Surety Bond Premiums and Insurance	15,000
SubTotal	**15,000**
Department Total	**15,000**

City of St. Louis
1111 Budgeted Special Fund - C312001 Circuit Attorney Training - FY27

Education and Training Services	
563000: Education and Training Services	4,000
SubTotal	**4,000**
Department Total	**4,000**

City of St. Louis
1111 Budgeted Special Fund - C312002 Circuit Attorney Delinquent Tax - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	108,871
510900: Overtime Regular Employees	2,500
512000: FICA	8,520
513800: Employee Retirement Plan	17,441
513810: Employee Retirement System Debt Contr	2,177
514700: Workers Compensation Admin	1,361
515000: Medical Insurance	19,800
515030: Life Insurance	425
515060: Long Term Disability	152
SubTotal	**161,248**

TTL Materials and Supplies	
520000: Computer Supplies	5,000
520500: Office Supplies	8,000
523000: Education and Training Materials and Supplies	750
SubTotal	**13,750**

TTL Non Capital Equipment	
540500: Office Equipment	5,000
SubTotal	**5,000**

TTL Capital Assets	
550500: Office Capital Asset	2,000
SubTotal	**2,000**

Computer Services	
560000: Computer Services	2,000
560500: Office Services	1,000
563000: Education and Training Services	1,326
565600: Membership Fees	1,300
566000: Professional Services	3,000
SubTotal	**8,626**

City of St. Louis

1111 Budgeted Special Fund - C312002 Circuit Attorney Delinquent Tax - FY27

Department Total	**190,624**

City of St. Louis

1111 Budgeted Special Fund - C312003 Circuit Attorney Child Support Unit - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,185,112
512000: FICA	90,661
513800: Employee Retirement Plan	189,855
513810: Employee Retirement System Debt Contr	23,702
514700: Workers Compensation Admin	14,814
515000: Medical Insurance	168,300
515030: Life Insurance	4,622
515060: Long Term Disability	1,659
SubTotal	**1,678,725**
TTL Materials and Supplies	
520000: Computer Supplies	1,500
520500: Office Supplies	55,000
521000: Communication Supplies	2,100
521500: Health and Safety Supplies	3,000
521507: Ammunition	5,000
523000: Education and Training Materials and Supplies	15,000
SubTotal	**81,600**
TTL Rental and Non Capital Leases	
530000: Computer Rental and Leases	5,000
530500: Office Rental and Leases	30,000
533000: Education and Training Rental and Leases	1,000
SubTotal	**36,000**
TTL Non Capital Equipment	
540500: Office Equipment	10,000
541000: Communication Equipment	2,000
SubTotal	**12,000**
TTL Capital Assets	
550500: Office Capital Asset	10,000

551000: Communication Capital Asset	1,000
SubTotal	**11,000**
Computer Services	
560000: Computer Services	5,000
560500: Office Services	15,000
561000: Communication Services	10,000
561500: Health and Safety Services	1,000
563000: Education and Training Services	10,600
564500: Major Projects Contracts and Services	500
565400: Travel Out of Town	9,000
565500: Transportation	5,000
565600: Membership Fees	7,000
565800: Internal Services	4,000
565801: Internal Services Gas	4,000
566000: Professional Services	54,000
566069: REJIS	16,000
567600: Surety Bond Premiums and Insurance	5,000
SubTotal	**146,100**
Department Total	**1,965,425**

City of St. Louis

1111 Budgeted Special Fund - C318001 Public Administrator Special Funds - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	395,434
512000: FICA	30,251
513800: Employee Retirement Plan	63,349
513810: Employee Retirement System Debt Contr	7,909
514700: Workers Compensation Admin	4,943
515000: Medical Insurance	69,300
515030: Life Insurance	1,542
515060: Long Term Disability	554
SubTotal	**573,281**
TTL Materials and Supplies	
520000: Computer Supplies	4,500
520500: Office Supplies	5,200
SubTotal	**9,700**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,000
SubTotal	**2,000**
Computer Services	
560000: Computer Services	3,100
560500: Office Services	5,000
561000: Communication Services	4,400
562000: Facility and Grounds Services	40,000
563000: Education and Training Services	3,000
565500: Transportation	9,650
566000: Professional Services	300
567600: Surety Bond Premiums and Insurance	800
SubTotal	**66,250**
Department Total	**651,231**

City of St. Louis
1111 Budgeted Special Fund - C320001 Juvenile Children Service Fund - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	251,472
512000: FICA	19,238
513800: Employee Retirement Plan	40,286
513810: Employee Retirement System Debt Contr	5,029
514700: Workers Compensation Admin	0
515000: Medical Insurance	29,700
515030: Life Insurance	981
515060: Long Term Disability	352
SubTotal	**347,058**

TTL Materials and Supplies	
521500: Health and Safety Supplies	6,000
523000: Education and Training Materials and Supplies	3,837
SubTotal	**9,837**

Health and Safety Services	
561500: Health and Safety Services	185,200
563000: Education and Training Services	2,500
565400: Travel Out of Town	2,650
SubTotal	**190,350**

Department Total	**547,245**

City of St. Louis

1111 Budgeted Special Fund - C340001 Treasurer Office Financial Empowerment - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	332,507
512000: FICA	25,437
513800: Employee Retirement Plan	53,268
513810: Employee Retirement System Debt Contr	6,650
514700: Workers Compensation Admin	4,156
515000: Medical Insurance	49,500
515030: Life Insurance	1,297
515060: Long Term Disability	466
SubTotal	**473,281**

TTL Materials and Supplies	
520500: Office Supplies	15,000
523000: Education and Training Materials and Supplies	2,000
SubTotal	**17,000**

TTL Non Capital Equipment	
540500: Office Equipment	4,000
SubTotal	**4,000**

Office Services	
560500: Office Services	16,000
561000: Communication Services	500
561500: Health and Safety Services	1,000
563000: Education and Training Services	4,000
565400: Travel Out of Town	2,500
565500: Transportation	2,000
565600: Membership Fees	4,000
565900: Pass Through	70,000
566000: Professional Services	40,000
SubTotal	**140,000**

Department Total	**634,281**

City of St. Louis

1111 Budgeted Special Fund - C340006 Municipal Identification Card Program - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	109,492
512000: FICA	8,376
513800: Employee Retirement Plan	17,541
513810: Employee Retirement System Debt Contr	2,190
514700: Workers Compensation Admin	1,369
515000: Medical Insurance	19,800
515030: Life Insurance	427
515060: Long Term Disability	153
SubTotal	**159,348**
TTL Materials and Supplies	
520000: Computer Supplies	7,000
SubTotal	**7,000**
TTL Non Capital Equipment	
540500: Office Equipment	29,500
SubTotal	**29,500**
Computer Services	
560000: Computer Services	9,000
563000: Education and Training Services	3,000
566000: Professional Services	1,000
SubTotal	**13,000**
Department Total	**208,848**

City of St. Louis
1111 Budgeted Special Fund - C510002 Micro Mobility Fund - FY27

TTL Materials and Supplies	
521500: Health and Safety Supplies	15,000
SubTotal	**15,000**
TTL Non Capital Equipment	
541500: Health and Safety Equipment	20,000
SubTotal	**20,000**
Computer Software Licenses	
560001: Computer Software Licenses	5,000
SubTotal	**5,000**
Department Total	**40,000**

City of St. Louis

1111 Budgeted Special Fund - C514002 Street Excavation Restoration Program - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	81,224
510900: Overtime Regular Employees	15,000
512000: FICA	7,361
513800: Employee Retirement Plan	13,012
513810: Employee Retirement System Debt Contr	1,624
514700: Workers Compensation Admin	1,015
515000: Medical Insurance	19,800
515030: Life Insurance	317
515060: Long Term Disability	114
SubTotal	**139,467**

Department Total	**139,467**

City of St. Louis
1111 Budgeted Special Fund - C516003 Metro Trash Service Fund - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	133,022
510900: Overtime Regular Employees	1,000
512000: FICA	10,253
513800: Employee Retirement Plan	21,310
513810: Employee Retirement System Debt Contr	2,660
514700: Workers Compensation Admin	1,663
515000: Medical Insurance	29,700
515030: Life Insurance	519
515060: Long Term Disability	186
SubTotal	**200,313**

TTL Materials and Supplies	
522000: Facility and Grounds Supplies	3,000
522500: Fleet Materials and Supplies	2,600
SubTotal	**5,600**

TTL Transfers Out	
700012: Pass Through to Capital Fund	60,000
SubTotal	**60,000**

Department Total	**265,913**

Maintenance Services	
560501: Maintenance Services	230,000
561500: Health and Safety Services	300,000
564500: Major Projects Contracts and Services	800,000
565800: Internal Services	25,000
565900: Pass Through	100,000
566000: Professional Services	0
567803: Subsidy SLDC	2,000,000
SubTotal	**3,455,000**
Department Total	**3,455,000**

City of St. Louis

1111 Budgeted Special Fund - C611001 Ground Emergency Medical Transportation - FY27

TTL Personal Services	Amount
510120: Salaries Fire	3,800,482
512010: FICA Commissioned	0
514700: Workers Compensation Admin	0
515030: Life Insurance	0
515060: Long Term Disability	0
SubTotal	**3,800,482**

TTL Capital Assets	
552500: Fleet Capital Asset	2,625,000
SubTotal	**2,625,000**

Emergency System Services	
561509: Emergency System Services	60,000
566001: Auditing Services	125,000
566502: Non Federal Share Transfer	2,625,000
SubTotal	**2,810,000**

TTL Debt Service	
575500: Principal Payments	1,376,883
575700: Interest Payments	64,635
SubTotal	**1,441,518**
Department Total	**10,677,000**

City of St. Louis
1111 Budgeted Special Fund - C620003 Lead Remediation Fund - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,527,449
510900: Overtime Regular Employees	26,000
512000: FICA	118,839
513800: Employee Retirement Plan	244,697
513810: Employee Retirement System Debt Contr	30,549
514700: Workers Compensation Admin	19,093
515000: Medical Insurance	297,000
515030: Life Insurance	5,957
515060: Long Term Disability	2,138
SubTotal	**2,271,723**

TTL Materials and Supplies	
520500: Office Supplies	8,000
523000: Education and Training Materials and Supplies	1,500
SubTotal	**9,500**

TTL Rental and Non Capital Leases	
530000: Computer Rental and Leases	7,000
530500: Office Rental and Leases	8,000
SubTotal	**15,000**

Computer Services	
560000: Computer Services	35,000
560003: Computer and Tech System Development	300,000
560500: Office Services	3,000
561000: Communication Services	15,000
561500: Health and Safety Services	120,000
562000: Facility and Grounds Services	5,000
562500: Fleet Services	2,000
563500: Environmental Services	500,000
564500: Major Projects Contracts and Services	1,300,000
565100: Health Care Services	1,000

City of St. Louis
1111 Budgeted Special Fund - C620003 Lead Remediation Fund - FY27

565400: Travel Out of Town	7,500
565500: Transportation	6,000
565501: Car Allowance Transportation	28,000
565600: Membership Fees	2,500
SubTotal	**2,325,000**
Department Total	**4,621,223**

City of St. Louis
1111 Budgeted Special Fund - C620004 Special Demolition Fund - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,547,322
510900: Overtime Regular Employees	20,000
511200: Salaries Per Performance Employees	80,000
512000: FICA	126,020
513800: Employee Retirement Plan	247,881
513810: Employee Retirement System Debt Contr	30,946
514700: Workers Compensation Admin	19,342
515000: Medical Insurance	277,200
515030: Life Insurance	6,035
515060: Long Term Disability	2,166
SubTotal	**2,356,912**
TTL Materials and Supplies	
520500: Office Supplies	8,000
521500: Health and Safety Supplies	175,000
522000: Facility and Grounds Supplies	800
SubTotal	**183,800**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	7,500
SubTotal	**7,500**
Computer and Tech System Development	
560003: Computer and Tech System Development	360,000
560500: Office Services	4,000
561000: Communication Services	15,000
565500: Transportation	8,000
565501: Car Allowance Transportation	38,000
SubTotal	**425,000**
Department Total	**2,973,212**

City of St. Louis

1111 Budgeted Special Fund - C620005 Vacant Building Initiative Fund - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	93,905
512000: FICA	7,184
513800: Employee Retirement Plan	15,044
513810: Employee Retirement System Debt Contr	1,878
514700: Workers Compensation Admin	1,174
515000: Medical Insurance	19,800
515030: Life Insurance	366
515060: Long Term Disability	131
SubTotal	**139,482**
Department Total	**139,482**

City of St. Louis

1111 Budgeted Special Fund - C620016 Vacant Building Initiative Fund II - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	81,120
512000: FICA	6,206
513800: Employee Retirement Plan	12,995
513810: Employee Retirement System Debt Contr	1,622
514700: Workers Compensation Admin	1,014
515000: Medical Insurance	19,800
515030: Life Insurance	316
515060: Long Term Disability	114
SubTotal	**123,187**

TTL Materials and Supplies	
520000: Computer Supplies	1,500
520500: Office Supplies	1,000
SubTotal	**2,500**

Vehicle Washing Services	
562502: Vehicle Washing Services	3,500
563001: Training Certification and Licensing	500
565501: Car Allowance Transportation	3,000
SubTotal	**7,000**

Department Total	**132,687**

City of St. Louis
1111 Budgeted Special Fund - C633002 Jail Facilities Improvements - FY27

Health and Safety Services	
561500: Health and Safety Services	175,000
562000: Facility and Grounds Services	725,000
SubTotal	**900,000**
Department Total	**900,000**

City of St. Louis

1111 Budgeted Special Fund - C633012 Corrections Phone Commissions - FY27

TTL Materials and Supplies	
520500: Office Supplies	5,500
521500: Health and Safety Supplies	250,000
SubTotal	**255,500**
TTL Capital Assets	
551500: Health and Safety Capital Asset	150,000
SubTotal	**150,000**
Communication Services	
561000: Communication Services	8,000
561500: Health and Safety Services	260,000
562000: Facility and Grounds Services	275,000
566000: Professional Services	6,500
SubTotal	**549,500**
Department Total	**955,000**

City of St. Louis
1111 Budgeted Special Fund - C650004 Police Training - FY27

Chief of Police Education and Training	
563003: Chief of Police Education and Training	50,000
SubTotal	**50,000**
Department Total	**50,000**

City of St. Louis

1111 Budgeted Special Fund - C700003 Equitable Relief Utility Tax Fund - FY27

Utility Assistance	
566085: Utility Assistance	475,000
SubTotal	**475,000**
Department Total	**475,000**

City of St. Louis
1111 Budgeted Special Fund - C700004 Health Lead Remediation Fund - FY27

TTL Materials and Supplies	
520500: Office Supplies	1,000
521500: Health and Safety Supplies	1,000
SubTotal	**2,000**
Office Services	
560500: Office Services	1,000
561500: Health and Safety Services	5,000
565500: Transportation	1,000
566000: Professional Services	1,000
SubTotal	**8,000**
Department Total	**10,000**

City of St. Louis
1111 Budgeted Special Fund - C800002 Domestic Violence Program - FY27

Domestic Violence Shelter	
566033: Domestic Violence Shelter	100,000
SubTotal	**100,000**
Department Total	**100,000**

City of St. Louis
1111 Budgeted Special Fund - C800003 Battered Persons Shelters - FY27

Domestic Violence Shelter	
566033: Domestic Violence Shelter	20,000
SubTotal	**20,000**
Department Total	**20,000**

City of St. Louis
1111 Budgeted Special Fund - C800015 Impacted Tenants' Fund - FY27

Professional Services	
566000: Professional Services	160,000
SubTotal	**160,000**
Department Total	**160,000**

City of St. Louis
1112 Gaming - C190001 City Wide Accounts Gaming Fund - FY27

TTL Transfers Out	
700012: Pass Through to Capital Fund	650,000
700013: Bridge Match Capital Fund	1,500,000
SubTotal	**2,150,000**
Department Total	**2,150,000**

City of St. Louis
1112 Gaming - C611003 Fire Department Gaming Fund - FY27

TTL Materials and Supplies	
521500: Health and Safety Supplies	12,000
SubTotal	**12,000**
Health and Safety Services	
561500: Health and Safety Services	25,000
SubTotal	**25,000**
Department Total	**37,000**

City of St. Louis
1112 Gaming - C650008 Police Department Gaming Fund - FY27

TTL Personal Services	Amount
510110: Salaries Police	3,449,975
512000: FICA	50,025
SubTotal	**3,500,000**
Department Total	**3,500,000**

City of St. Louis
1113 Tourism Fund - C132000 Convention and Tourism - FY27

Pass Through	
565900: Pass Through	7,700,000
567802: Subsidy Sister City	75,000
SubTotal	**7,775,000**
Department Total	**7,775,000**

City of St. Louis
1113 Tourism Fund - C132001 Convention and Sports Facility - FY27

TTL Transfers Out	
700010: Pass Through to General Fund	12,000,000
SubTotal	**12,000,000**
Department Total	**12,000,000**

City of St. Louis
1115 Assessor - C180000 Assessor Operating Account - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	3,268,264
510900: Overtime Regular Employees	3,000
511302: Members Various Boards	19,200
512000: FICA	250,252
513800: Employee Retirement Plan	523,576
513810: Employee Retirement System Debt Contr	65,365
514700: Workers Compensation Admin	40,853
515000: Medical Insurance	594,000
515030: Life Insurance	12,746
515060: Long Term Disability	4,576
SubTotal	**4,781,832**
TTL Materials and Supplies	
520000: Computer Supplies	12,500
520500: Office Supplies	19,200
523000: Education and Training Materials and Supplies	4,300
SubTotal	**36,000**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	5,725
SubTotal	**5,725**
Computer Services	
560000: Computer Services	352,178
560500: Office Services	204,186
561000: Communication Services	25,000
563000: Education and Training Services	6,000
565400: Travel Out of Town	1,950
565500: Transportation	3,000
565501: Car Allowance Transportation	93,258
565600: Membership Fees	1,730
565800: Internal Services	335,000

City of St. Louis
1115 Assessor - C180000 Assessor Operating Account - FY27

566000: Professional Services	3,500
566069: REJIS	3,115
SubTotal	**1,028,917**
Department Total	**5,852,474**

City of St. Louis

1116 Public Safety GBL - C139004 Problem Properties and Nuisance Crime Prosecution - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	287,444
510900: Overtime Regular Employees	500
512000: FICA	22,028
513800: Employee Retirement Plan	46,049
513810: Employee Retirement System Debt Contr	5,749
514700: Workers Compensation Admin	3,593
515000: Medical Insurance	19,800
515030: Life Insurance	1,121
515060: Long Term Disability	402
SubTotal	**386,686**

Education and Training Services	
563000: Education and Training Services	14,000
565400: Travel Out of Town	3,600
565600: Membership Fees	820
566000: Professional Services	1,080
566500: Legal Services	2,500
SubTotal	**22,000**

Department Total	**408,686**

City of St. Louis
1116 Public Safety GBL - C312007 Enhanced Criminal Prosecution - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	623,317
510900: Overtime Regular Employees	10,000
512000: FICA	48,449
513800: Employee Retirement Plan	99,855
513810: Employee Retirement System Debt Contr	12,466
514700: Workers Compensation Admin	7,791
515000: Medical Insurance	59,400
515030: Life Insurance	2,431
515060: Long Term Disability	873
SubTotal	**864,583**

TTL Materials and Supplies	
520000: Computer Supplies	0
520500: Office Supplies	775
521500: Health and Safety Supplies	500
SubTotal	**1,275**

Department Total	**865,858**

City of St. Louis
1116 Public Safety GBL - C650007 Enhanced Police Service - FY27

TTL Personal Services	Amount
510110: Salaries Police	1,897,486
512010: FICA Commissioned	27,514
SubTotal	**1,925,000**
Department Total	**1,925,000**

City of St. Louis

1117 Sewer Lateral Repair Program - C510003 Director of Streets Lateral Sewer Program - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	302,946
512000: FICA	23,175
513800: Employee Retirement Plan	48,532
513810: Employee Retirement System Debt Contr	6,059
514700: Workers Compensation Admin	3,787
515000: Medical Insurance	64,746
515030: Life Insurance	1,181
515060: Long Term Disability	424
SubTotal	**450,851**
TTL Materials and Supplies	
520500: Office Supplies	2,000
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	3,000
522000: Facility and Grounds Supplies	50,000
SubTotal	**56,000**
Office Services	
560500: Office Services	2,000
561000: Communication Services	1,000
562000: Facility and Grounds Services	600
564502: Sewer Lateral Lines	2,000,000
SubTotal	**2,003,600**
Department Total	**2,510,451**

City of St. Louis

1117 Sewer Lateral Repair Program - C514003 Street Division Lateral Sewer Program - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	215,874
510900: Overtime Regular Employees	20,000
512000: FICA	18,044
513800: Employee Retirement Plan	34,583
513810: Employee Retirement System Debt Contr	4,317
514700: Workers Compensation Admin	2,698
515000: Medical Insurance	49,500
515030: Life Insurance	842
515060: Long Term Disability	302
SubTotal	**346,161**

Department Total	**346,161**

City of St. Louis
1118 Recreation - C210008 Recreation Centers Debt Service - FY27

TTL Personal Services	Amount
511200: Salaries Per Performance Employees	30,000
512000: FICA	2,296
SubTotal	**32,296**
TTL Debt Service	
575517: Principal Recreation Centers	1,695,000
575717: Interest Recreation Centers	1,327,525
575905: Admin Fees Recreation Centers	5,000
SubTotal	**3,027,525**
Department Total	**3,059,821**

City of St. Louis
1118 Recreation - C210009 Recreation Centers Programs - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	228,847
510900: Overtime Regular Employees	30,000
512000: FICA	18,654
513800: Employee Retirement Plan	36,661
513810: Employee Retirement System Debt Contr	4,577
514700: Workers Compensation Admin	2,861
515000: Medical Insurance	49,500
515030: Life Insurance	893
515060: Long Term Disability	320
SubTotal	**372,313**

TTL Materials and Supplies	
520500: Office Supplies	7,000
521500: Health and Safety Supplies	10,000
522000: Facility and Grounds Supplies	5,000
524000: Recreation Materials and Supplies	130,000
SubTotal	**152,000**

Communication Services	
561000: Communication Services	1,000
562000: Facility and Grounds Services	5,000
564000: Recreation Services	270,000
564500: Major Projects Contracts and Services	600,000
565400: Travel Out of Town	5,000
565500: Transportation	5,000
565600: Membership Fees	1,000
565800: Internal Services	1,000
SubTotal	**888,000**

Department Total	**1,412,313**

City of St. Louis
1118 Recreation - C210010 O Fallon Recreation Complex Subsidy - FY27

Subsidy	
567800: Subsidy	1,210,000
SubTotal	**1,210,000**
Department Total	**1,210,000**

City of St. Louis
1118 Recreation - C210011 BJH Neighborhood Park Capital - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	37,128
511200: Salaries Per Performance Employees	219,417
512000: FICA	19,626
513800: Employee Retirement Plan	5,948
513810: Employee Retirement System Debt Contr	743
514700: Workers Compensation Admin	464
515000: Medical Insurance	9,900
515030: Life Insurance	145
515060: Long Term Disability	52
SubTotal	**293,422**

Education and Training Services	
563000: Education and Training Services	90,000
564000: Recreation Services	33,798
564500: Major Projects Contracts and Services	2,185,820
566000: Professional Services	255,993
SubTotal	**2,565,611**

Department Total	**2,859,033**

City of St. Louis

1118 Recreation - C213005 Friends of 12th and Park Recreation Center - FY27

TTL Materials and Supplies	
524000: Recreation Materials and Supplies	5,839
SubTotal	**5,839**
Recreation Services	
564000: Recreation Services	4,000
SubTotal	**4,000**
Department Total	**9,839**

City of St. Louis
1118 Recreation - C213006 Friends of Buder Recreation Center - FY27

TTL Materials and Supplies	
524500: Major Projects Materials and Supplies	2,526
SubTotal	**2,526**
Department Total	**2,526**

City of St. Louis
1118 Recreation - C213007 Friends of Cherokee Recreation Center - FY27

TTL Materials and Supplies	
524000: Recreation Materials and Supplies	1,011
SubTotal	**1,011**
Department Total	**1,011**

City of St. Louis
1118 Recreation - C213008 Friends of Marquette Recreation Center - FY27

TTL Materials and Supplies	
524000: Recreation Materials and Supplies	4,933
SubTotal	**4,933**
Department Total	**4,933**

City of St. Louis
1118 Recreation - C213009 Friends of Tandy Recreation Center - FY27

TTL Materials and Supplies	
524000: Recreation Materials and Supplies	3,655
SubTotal	**3,655**
Department Total	**3,655**

City of St. Louis
1118 Recreation - C213010 Friends of Wohl Recreation Center - FY27

TTL Materials and Supplies	
524000: Recreation Materials and Supplies	3,951
SubTotal	**3,951**
Recreation Services	
564000: Recreation Services	2,078
SubTotal	**2,078**
Department Total	**6,029**

City of St. Louis
1118 Recreation - C213015 Friends of Gamble Recreation Center - FY27

TTL Materials and Supplies	
524000: Recreation Materials and Supplies	1,011
SubTotal	**1,011**
Department Total	**1,011**

City of St. Louis
1118 Recreation - C220013 Barnes and City Trust Fund - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,337,886
510900: Overtime Regular Employees	125,000
511200: Salaries Per Performance Employees	335,000
512000: FICA	137,538
513800: Employee Retirement Plan	214,329
513810: Employee Retirement System Debt Contr	26,758
514700: Workers Compensation Admin	16,724
515000: Medical Insurance	297,000
515030: Life Insurance	5,218
515060: Long Term Disability	1,873
SubTotal	**2,497,326**
TTL Materials and Supplies	
520500: Office Supplies	2,000
521500: Health and Safety Supplies	15,000
522000: Facility and Grounds Supplies	140,000
SubTotal	**157,000**
TTL Rental and Non Capital Leases	
532000: Facility and Grounds Rental and Leases	6,000
SubTotal	**6,000**
Office Services	
560500: Office Services	1,200
564500: Major Projects Contracts and Services	60,000
565500: Transportation	5,500
566000: Professional Services	5,000
SubTotal	**71,700**
Department Total	**2,732,026**

City of St. Louis

1119 Public Safety Sales Tax Fund - C610001 Crime Prevention Programs - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	73,358
512000: FICA	5,612
513800: Employee Retirement Plan	11,752
513810: Employee Retirement System Debt Contr	1,467
514700: Workers Compensation Admin	917
515000: Medical Insurance	9,900
515030: Life Insurance	286
515060: Long Term Disability	103
SubTotal	**103,395**
Professional Services	
566000: Professional Services	894,606
566006: Advertising	2,000
SubTotal	**896,606**
Department Total	**1,000,000**

City of St. Louis

1119 Public Safety Sales Tax Fund - C611004 Firemen Salary Increases - FY27

TTL Personal Services	Amount
510120: Salaries Fire	1,625,000
512010: FICA Commissioned	0
514700: Workers Compensation Admin	0
515030: Life Insurance	0
515060: Long Term Disability	0
SubTotal	**1,625,000**

Department Total	**1,625,000**

City of St. Louis

1119 Public Safety Sales Tax Fund - C612001 Firemen Public Safety Pension Trust - FY27

TTL Personal Services	Amount
513920: Firefighters Retirement Plan	1,165,255
SubTotal	**1,165,255**

TTL Debt Service	
575500: Principal Payments	2,165,973
575700: Interest Payments	2,164,272
575900: Admin Fees	4,500
SubTotal	**4,334,745**

Department Total	**5,500,000**

City of St. Louis

1119 Public Safety Sales Tax Fund - C650009 Police Salary Increases - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,242,000
510110: Salaries Police	3,358,000
SubTotal	**4,600,000**
Department Total	**4,600,000**

City of St. Louis

1119 Public Safety Sales Tax Fund - C650010 Police Increased Workforce - FY27

TTL Personal Services	Amount
510110: Salaries Police	4,457,368
512010: FICA Commissioned	64,632
513900: Police Retirement Plan	278,000
SubTotal	**4,800,000**

Department Total	**4,800,000**

City of St. Louis

1119 Public Safety Sales Tax Fund - C651001 Police Public Safety Pension Trust - FY27

TTL Personal Services	Amount
513900: Police Retirement Plan	3,042,205
SubTotal	**3,042,205**

TTL Debt Service	
575500: Principal Payments	1,226,879
575700: Interest Payments	1,225,916
575900: Admin Fees	5,000
SubTotal	**2,457,795**

Department Total	**5,500,000**

City of St. Louis

1120 Economic Development Sales Tax - C121000 SLATE Workforce Development - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,012,010
510900: Overtime Regular Employees	100
511100: Salaries Temporary Employees	25,000
511200: Salaries Per Performance Employees	34,320
512000: FICA	80,052
513800: Employee Retirement Plan	162,124
513810: Employee Retirement System Debt Contr	20,240
514700: Workers Compensation Admin	12,650
515000: Medical Insurance	158,400
515030: Life Insurance	3,947
515060: Long Term Disability	1,417
SubTotal	**1,510,260**

TTL Materials and Supplies	
520000: Computer Supplies	33,000
520500: Office Supplies	20,000
523006: Non Employee Awards and Incentives	1,000
SubTotal	**54,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	9,000
SubTotal	**9,000**

TTL Non Capital Equipment	
540000: Computer Equipment	50,000
540500: Office Equipment	35,000
SubTotal	**85,000**

Computer Services	
560000: Computer Services	30,000
560500: Office Services	10,000
561000: Communication Services	10,000

562000: Facility and Grounds Services	405,000
562500: Fleet Services	35,000
563000: Education and Training Services	50,000
563006: Employee Recognition Awards and Catering	2,000
563007: Non Employee Recognition Awards and Catering	20,000
565400: Travel Out of Town	25,000
565500: Transportation	30,000
565600: Membership Fees	16,000
565800: Internal Services	40,000
566000: Professional Services	525,000
566001: Auditing Services	150,000
566002: Management Consulting	100,000
566042: Operations Subcontractors	170,000
566043: Outreach	50,000
566067: Administration	150,000
567600: Surety Bond Premiums and Insurance	20,000
SubTotal	**1,838,000**
Department Total	**3,496,260**

City of St. Louis

1120 Economic Development Sales Tax - C141001 Planning and Urban Design Economic Dev Tax -FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	654,498
511200: Salaries Per Performance Employees	24,000
512000: FICA	51,905
513800: Employee Retirement Plan	104,851
513810: Employee Retirement System Debt Contr	13,090
514700: Workers Compensation Admin	8,181
515000: Medical Insurance	79,200
515030: Life Insurance	2,553
515060: Long Term Disability	916
SubTotal	**939,194**

TTL Materials and Supplies	
520500: Office Supplies	2,000
523000: Education and Training Materials and Supplies	5,000
SubTotal	**7,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	6,000
535300: Land and Buildings Rental and Leases	80,000
SubTotal	**86,000**

TTL Non Capital Equipment	
540000: Computer Equipment	10,000
SubTotal	**10,000**

Computer Services	
560000: Computer Services	40,000
561005: Cellular Phone Services	1,500
565400: Travel Out of Town	7,000
565600: Membership Fees	5,000
566090: Neighborhood Planning	300,000
567803: Subsidy SLDC	500,000

City of St. Louis

1120 Economic Development Sales Tax - C141001 Planning and Urban Design Economic Dev Tax -FY27

SubTotal	**853,500**
Department Total	**1,895,694**

City of St. Louis

1120 Economic Development Sales Tax - C142000 CDA Neighborhood Revitalization - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	76,022
512000: FICA	5,816
513800: Employee Retirement Plan	12,179
513810: Employee Retirement System Debt Contr	1,520
514700: Workers Compensation Admin	950
515000: Medical Insurance	9,900
515030: Life Insurance	296
515060: Long Term Disability	106
SubTotal	**106,790**
Neighborhood Revitalization Service	
566092: Neighborhood Revitalization Service	1,197,000
SubTotal	**1,197,000**
Department Total	**1,303,790**

City of St. Louis
1120 Economic Development Sales Tax - C160004 Transit - FY27

Subsidy Transit	
567808: Subsidy Transit	14,588,200
SubTotal	**14,588,200**
Department Total	**14,588,200**

City of St. Louis

1120 Economic Development Sales Tax - C160005 Comptroller 911 System - FY27

911 System	
561002: 911 System	445,000
SubTotal	**445,000**
Department Total	**445,000**

City of St. Louis

1120 Economic Development Sales Tax - C190002 City Wide Accounts Infrastructure Capital - FY27

TTL Transfers Out	
700012: Pass Through to Capital Fund	2,376,100
SubTotal	**2,376,100**
Department Total	**2,376,100**

City of St. Louis

1120 Economic Development Sales Tax - C625001 CEMA Economic Dev Tax - FY27

Communication Services	
561000: Communication Services	100,000
SubTotal	**100,000**
Department Total	**100,000**

City of St. Louis

1120 Economic Development Sales Tax - C800005 DHS Economic Dev Tax - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	35,204
512000: FICA	2,693
513800: Employee Retirement Plan	5,640
513810: Employee Retirement System Debt Contr	704
514700: Workers Compensation Admin	440
515000: Medical Insurance	9,900
515030: Life Insurance	137
515060: Long Term Disability	49
SubTotal	**54,767**
Youth Empowerment Programs	
566062: Youth Empowerment Programs	1,462,019
SubTotal	**1,462,019**
Department Total	**1,516,786**

City of St. Louis

1120 Economic Development Sales Tax - C900003 President Board of Public Service - FY27

Major Projects Contracts and Services	
564500: Major Projects Contracts and Services	1,831,000
SubTotal	**1,831,000**
Department Total	**1,831,000**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C121022 Summer Jobs Program - FY27

Summer Youth Jobs	
566071: Summer Youth Jobs	1,000,000
SubTotal	**1,000,000**
Department Total	**1,000,000**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C213011 Recreation Programming - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	531,926
511200: Salaries Per Performance Employees	514,437
512000: FICA	80,047
513800: Employee Retirement Plan	85,215
513810: Employee Retirement System Debt Contr	10,639
514700: Workers Compensation Admin	6,649
515000: Medical Insurance	128,700
515030: Life Insurance	2,075
515060: Long Term Disability	745
SubTotal	**1,360,431**

TTL Materials and Supplies	
520000: Computer Supplies	3,000
520500: Office Supplies	3,000
521000: Communication Supplies	2,000
522000: Facility and Grounds Supplies	5,000
522501: Gasoline and Diesel Fuel	5,000
523000: Education and Training Materials and Supplies	5,000
524000: Recreation Materials and Supplies	135,000
SubTotal	**158,000**

Recreation Services	
564000: Recreation Services	9,000
566000: Professional Services	480,000
SubTotal	**489,000**
Department Total	**2,007,431**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C312008 Circuit Attorney Public Safety Tax - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,766,687
510900: Overtime Regular Employees	10,000
511200: Salaries Per Performance Employees	10,000
512000: FICA	136,682
513800: Employee Retirement Plan	283,023
513810: Employee Retirement System Debt Contr	35,334
514700: Workers Compensation Admin	22,084
515000: Medical Insurance	138,600
515030: Life Insurance	6,890
515060: Long Term Disability	2,473
SubTotal	**2,411,772**
TTL Materials and Supplies	
520000: Computer Supplies	70,000
520500: Office Supplies	7,500
521000: Communication Supplies	0
521500: Health and Safety Supplies	0
521506: Wearing Apparel	0
522000: Facility and Grounds Supplies	0
523000: Education and Training Materials and Supplies	12,500
SubTotal	**90,000**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	2,500
SubTotal	**2,500**
TTL Non Capital Equipment	
540000: Computer Equipment	0
540500: Office Equipment	42,500
SubTotal	**42,500**
Computer Services	

City of St. Louis

1121 Public Safety Sales Tax II Fund - C312008 Circuit Attorney Public Safety Tax - FY27

560000: Computer Services	55,000
560500: Office Services	65,000
561000: Communication Services	30,000
562000: Facility and Grounds Services	0
563000: Education and Training Services	0
565400: Travel Out of Town	5,000
565500: Transportation	5,000
565600: Membership Fees	15,000
566000: Professional Services	250,000
566069: REJIS	25,000
566079: Support Services	100,000
566500: Legal Services	100,000
SubTotal	**650,000**
Department Total	**3,196,772**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C610003 Public Safety Youth Programs - FY27

Summer Youth Jobs	
566071: Summer Youth Jobs	450,000
566072: In School Youth	50,000
SubTotal	**500,000**
Department Total	**500,000**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C611005 Fire Department Public Safety Tax II - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	95,700
510120: Salaries Fire	4,016,000
510920: Overtime Fire	1,456,913
512000: FICA	7,321
512010: FICA Commissioned	79,357
513800: Employee Retirement Plan	15,331
513810: Employee Retirement System Debt Contr	1,914
514700: Workers Compensation Admin	51,396
515030: Life Insurance	16,036
515060: Long Term Disability	5,756
SubTotal	**5,745,725**
TTL Materials and Supplies	
521517: Emergency System Safety Supplies	50,000
SubTotal	**50,000**
Department Total	**5,795,725**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C612002 Firemen Pension Plan - FY27

TTL Personal Services	Amount
513920: Firefighters Retirement Plan	930,000
SubTotal	**930,000**

Department Total	**930,000**

City of St. Louis
1121 Public Safety Sales Tax II Fund - C620007 Building Demolition - FY27

TTL Non Capital Equipment	
541500: Health and Safety Equipment	20,000
SubTotal	**20,000**
Demolition-Unsafe Buildings	
561502: Demolition-Unsafe Buildings	3,000,000
562003: Security	750,000
SubTotal	**3,750,000**
Department Total	**3,770,000**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C650012 Police Department Public Safety Tax - FY27

TTL Personal Services	Amount
510110: Salaries Police	11,593,633
514700: Workers Compensation Admin	144,920
515030: Life Insurance	45,215
515060: Long Term Disability	16,232
SubTotal	**11,800,000**
Department Total	**11,800,000**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C650013 Police Cadet Program - FY27

TTL Personal Services	Amount
511200: Salaries Per Performance Employees	650,255
512000: FICA	49,745
SubTotal	**700,000**
Department Total	**700,000**

City of St. Louis
1121 Public Safety Sales Tax II Fund - C651002 Police Pension Plan - FY27

TTL Personal Services	Amount
513900: Police Retirement Plan	3,664,000
SubTotal	**3,664,000**

Department Total	**3,664,000**

City of St. Louis

1121 Public Safety Sales Tax II Fund - C800006 Social Work and Mental Health - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	164,607
512000: FICA	12,592
513800: Employee Retirement Plan	26,370
513810: Employee Retirement System Debt Contr	3,292
514700: Workers Compensation Admin	2,058
515000: Medical Insurance	29,700
515030: Life Insurance	642
515060: Long Term Disability	230
SubTotal	**239,492**
TTL Materials and Supplies	
522000: Facility and Grounds Supplies	45,000
SubTotal	**45,000**
TTL Rental and Non Capital Leases	
532000: Facility and Grounds Rental and Leases	60,000
532500: Fleet Rental and Leases	15,000
SubTotal	**75,000**
Communication Services	
561000: Communication Services	250
562000: Facility and Grounds Services	50,000
565801: Internal Services Gas	1,000
565900: Pass Through	3,000
566000: Professional Services	250,000
566056: Emergency Shelter	1,350,000
566061: Transportation MODOT	15,500
566500: Legal Services	3,500
SubTotal	**1,673,250**
TTL Transfers Out	
700009: Public Administrator Subsidy	350,000

City of St. Louis

1121 Public Safety Sales Tax II Fund - C800006 Social Work and Mental Health - FY27

SubTotal	**350,000**
Department Total	**2,382,742**

City of St. Louis
1205 Capital Improvement Fund - C000000 Default - FY27

Major Projects Contracts and Services	
564500: Major Projects Contracts and Services	21,912,236
SubTotal	**21,912,236**
Department Total	**21,912,236**

City of St. Louis
1207 Metro Parks Sales Tax - C000000 Default - FY27

Major Projects Contracts and Services	
564500: Major Projects Contracts and Services	5,317,127
SubTotal	**5,317,127**
Department Total	**5,317,127**

City of St. Louis
1208 Capital Improvement Sales Tax - C000000 Default - FY27

Major Projects Contracts and Services	
564500: Major Projects Contracts and Services	23,142,944
SubTotal	**23,142,944**
Department Total	**23,142,944**

City of St. Louis

1210 Neighborhood Stabilization General Obligation Bonds - C160012 Comptroller NS - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	35,442
512000: FICA	2,711
513800: Employee Retirement Plan	5,678
513810: Employee Retirement System Debt Contr	709
514700: Workers Compensation Admin	443
515000: Medical Insurance	4,950
515030: Life Insurance	138
515060: Long Term Disability	50
SubTotal	**50,121**
Department Total	**50,121**

City of St. Louis

1301 GOB Debt Service - C166000 General Obligations Bond Debt Service - FY27

TTL Debt Service	
575500: Principal Payments	4,065,000
575700: Interest Payments	3,665,779
575900: Admin Fees	40,000
SubTotal	**7,770,779**

Department Total	**7,770,779**

City of St. Louis

1301 GOB Debt Service - C166001 Neighborhood Stabilization Bond Debt Service - FY27

TTL Debt Service	
575500: Principal Payments	1,335,000
575700: Interest Payments	67,049
575900: Admin Fees	10,000
SubTotal	**1,412,049**
Department Total	**1,412,049**

City of St. Louis

1302 Other Debt Service - C165063 Series 2007 Pension ERS 67602 - FY27

TTL Debt Service	
575520: Principal ERS	1,936,485
575720: Interest ERS	1,934,964
575900: Admin Fees	10,000
SubTotal	**3,881,449**
Department Total	**3,881,449**

City of St. Louis

1501 St Louis Agency of Training and Employment Grants - C121003 SLATE Payroll Holding - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	620,249
512000: FICA	47,449
513800: Employee Retirement Plan	99,364
513810: Employee Retirement System Debt Contr	12,405
514700: Workers Compensation Admin	7,753
515000: Medical Insurance	79,200
515030: Life Insurance	2,419
515060: Long Term Disability	868
SubTotal	**869,707**
Department Total	**869,707**

City of St. Louis

1501 St Louis Agency of Training and Employment Grants - C121010 SLATE WIOA Cluster Grants - FY27

TTL Materials and Supplies	
520000: Computer Supplies	1,364
520500: Office Supplies	7,708
SubTotal	**9,072**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	9,091
SubTotal	**9,091**
Computer Services	
560000: Computer Services	10,909
560500: Office Services	6,000
561000: Communication Services	15,455
561500: Health and Safety Services	5,273
563000: Education and Training Services	3,000
565400: Travel Out of Town	6,818
565500: Transportation	2,092
565600: Membership Fees	2,272
565800: Internal Services	65,455
566000: Professional Services	22,727
566002: Management Consulting	50,000
566039: On The Job Training	13,636
566040: Work Experience	454,545
566042: Operations Subcontractors	636,363
566067: Administration	863,636
566070: Skills Training For Clients	545,455
566079: Support Services	159,191
567600: Surety Bond Premiums and Insurance	1,173
SubTotal	**2,864,000**
Department Total	**2,882,163**

City of St. Louis

1502 Community Development Block Grants - C139006 City Counselor CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,017,066
512000: FICA	77,806
513800: Employee Retirement Plan	162,934
513810: Employee Retirement System Debt Contr	20,341
514700: Workers Compensation Admin	12,713
515000: Medical Insurance	118,800
515030: Life Insurance	3,967
515060: Long Term Disability	1,424
SubTotal	**1,415,051**
Department Total	**1,415,051**

City of St. Louis

1502 Community Development Block Grants - C141003 Planning and Urban Design CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	688,815
512000: FICA	52,694
513800: Employee Retirement Plan	110,348
513810: Employee Retirement System Debt Contr	13,776
514700: Workers Compensation Admin	8,610
515000: Medical Insurance	108,900
515030: Life Insurance	2,686
515060: Long Term Disability	964
SubTotal	**986,795**
Professional Services	
566000: Professional Services	165,496
SubTotal	**165,496**
Department Total	**1,152,291**

TTL Personal Services	Amount
510100: Salaries Regular Employees	2,212,215
511200: Salaries Per Performance Employees	53,352
512000: FICA	173,316
513800: Employee Retirement Plan	354,397
513810: Employee Retirement System Debt Contr	44,244
514700: Workers Compensation Admin	27,653
515000: Medical Insurance	337,095
515030: Life Insurance	8,628
515060: Long Term Disability	3,097
SubTotal	**3,213,997**

TTL Materials and Supplies	
520000: Computer Supplies	15,000
520500: Office Supplies	17,000
523000: Education and Training Materials and Supplies	2,000
SubTotal	**34,000**

TTL Rental and Non Capital Leases	
535300: Land and Buildings Rental and Leases	70,000
SubTotal	**70,000**

TTL Non Capital Equipment	
540000: Computer Equipment	50,000
SubTotal	**50,000**

TTL Capital Assets	
557000: Capital Leases	10,000
SubTotal	**10,000**

Office Services	
560500: Office Services	12,000
561000: Communication Services	2,000

563000: Education and Training Services	4,000
565400: Travel Out of Town	21,000
565500: Transportation	13,500
565600: Membership Fees	2,500
565800: Internal Services	15,000
566000: Professional Services	642,532
566001: Auditing Services	126,418
SubTotal	**838,950**

Department Total	**4,216,947**

City of St. Louis

1502 Community Development Block Grants - C142028 Community Development Block Grant Disaster Recovery - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	44,377
512000: FICA	3,395
513800: Employee Retirement Plan	7,109
513810: Employee Retirement System Debt Contr	888
514700: Workers Compensation Admin	555
515000: Medical Insurance	6,930
515030: Life Insurance	173
515060: Long Term Disability	62
SubTotal	**63,488**
Department Total	**63,488**

City of St. Louis

1502 Community Development Block Grants - C160009 Federal Grants Section CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	26,644
512000: FICA	2,038
513800: Employee Retirement Plan	4,268
513810: Employee Retirement System Debt Contr	533
514700: Workers Compensation Admin	333
515000: Medical Insurance	3,960
515030: Life Insurance	104
515060: Long Term Disability	37
SubTotal	**37,917**
Department Total	**37,917**

City of St. Louis

1502 Community Development Block Grants - C213013 Recreation CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	171,924
512000: FICA	13,152
513800: Employee Retirement Plan	27,542
513810: Employee Retirement System Debt Contr	3,438
514700: Workers Compensation Admin	2,149
515000: Medical Insurance	39,600
515030: Life Insurance	671
515060: Long Term Disability	241
SubTotal	**258,717**
TTL Materials and Supplies	
524000: Recreation Materials and Supplies	18,493
SubTotal	**18,493**
Membership Fees	
565600: Membership Fees	30,000
SubTotal	**30,000**
Department Total	**307,210**

City of St. Louis

1502 Community Development Block Grants - C215001 Brightside St Louis CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	212,700
511200: Salaries Per Performance Employees	115,330
512000: FICA	25,094
513800: Employee Retirement Plan	34,075
513810: Employee Retirement System Debt Contr	4,254
514700: Workers Compensation Admin	2,659
515000: Medical Insurance	29,700
515030: Life Insurance	830
515060: Long Term Disability	298
SubTotal	**424,939**

TTL Materials and Supplies	
522000: Facility and Grounds Supplies	13,794
SubTotal	**13,794**

Department Total	**438,733**

City of St. Louis

1502 Community Development Block Grants - C620009 Building Division CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	264,071
512000: FICA	20,201
513800: Employee Retirement Plan	42,304
513810: Employee Retirement System Debt Contr	5,281
514700: Workers Compensation Admin	3,301
515000: Medical Insurance	39,600
515030: Life Insurance	1,030
515060: Long Term Disability	370
SubTotal	**376,158**
Department Total	**376,158**

City of St. Louis

1502 Community Development Block Grants - C810003 SLAAA CDA Grants - FY27

Home Delivered Meals	
566059: Home Delivered Meals	500,000
SubTotal	**500,000**
Department Total	**500,000**

City of St. Louis

1503 Other Miscellaneous HUD Grants - C142005 Home Investment Partnership Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	107,595
512000: FICA	8,231
513800: Employee Retirement Plan	17,237
513810: Employee Retirement System Debt Contr	2,152
514700: Workers Compensation Admin	1,345
515000: Medical Insurance	21,780
515030: Life Insurance	420
515060: Long Term Disability	151
SubTotal	**158,910**
Professional Services	
566000: Professional Services	11,893
566001: Auditing Services	10,000
SubTotal	**21,893**
Department Total	**180,803**

City of St. Louis

1503 Other Miscellaneous HUD Grants - C142009 Lead Hazard Reduction Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	116,813
511200: Salaries Per Performance Employees	46,862
512000: FICA	12,521
513800: Employee Retirement Plan	18,713
513810: Employee Retirement System Debt Contr	2,336
514700: Workers Compensation Admin	1,460
515000: Medical Insurance	20,790
515030: Life Insurance	456
515060: Long Term Disability	164
SubTotal	**220,115**

Professional Services	
566000: Professional Services	4,000
SubTotal	**4,000**

Department Total	**224,115**

City of St. Louis

1503 Other Miscellaneous HUD Grants - C142029 HOME American Rescue Plan Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	81,858
512000: FICA	6,262
513800: Employee Retirement Plan	13,114
513810: Employee Retirement System Debt Contr	1,637
514700: Workers Compensation Admin	1,023
515000: Medical Insurance	10,395
515030: Life Insurance	319
515060: Long Term Disability	115
SubTotal	**114,724**
Department Total	**114,724**

City of St. Louis

1503 Other Miscellaneous HUD Grants - C620011 Building Division Misc CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	171,052
512000: FICA	13,085
513800: Employee Retirement Plan	27,403
513810: Employee Retirement System Debt Contr	3,421
514700: Workers Compensation Admin	2,138
515000: Medical Insurance	39,600
515030: Life Insurance	667
515060: Long Term Disability	239
SubTotal	**257,606**
Department Total	**257,606**

City of St. Louis

1503 Other Miscellaneous HUD Grants - C719002 Family Community and School CDA Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	69,600
512000: FICA	5,324
513800: Employee Retirement Plan	11,150
513810: Employee Retirement System Debt Contr	1,392
514700: Workers Compensation Admin	870
515000: Medical Insurance	9,900
515030: Life Insurance	271
515060: Long Term Disability	97
SubTotal	**98,605**
TTL Materials and Supplies	
520000: Computer Supplies	1,000
520500: Office Supplies	1,500
521500: Health and Safety Supplies	2,000
SubTotal	**4,500**
Travel Out of Town	
565400: Travel Out of Town	2,000
566067: Administration	69,895
SubTotal	**71,895**
Department Total	**175,000**

City of St. Louis

1504 Department of Health and Hospitals Grants - C700007 Director of Health CORE Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	695,230
512000: FICA	53,185
513800: Employee Retirement Plan	111,376
513810: Employee Retirement System Debt Contr	13,905
514700: Workers Compensation Admin	8,690
515000: Medical Insurance	99,000
515030: Life Insurance	2,711
515060: Long Term Disability	973
SubTotal	**985,071**
TTL Materials and Supplies	
521500: Health and Safety Supplies	20,000
SubTotal	**20,000**
Computer Services	
560000: Computer Services	10,000
561000: Communication Services	1,000
561500: Health and Safety Services	9,000
563000: Education and Training Services	84,480
565600: Membership Fees	10,000
566000: Professional Services	105,000
SubTotal	**219,480**
Department Total	**1,224,551**

City of St. Louis

1504 Department of Health and Hospitals Grants - C700013 Public Health Emergency Preparedness Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	176,254
510120: Salaries Fire	-112,120
512000: FICA	13,483
512010: FICA Commissioned	-1,626
513800: Employee Retirement Plan	28,236
513810: Employee Retirement System Debt Contr	3,525
514700: Workers Compensation Admin	802
515000: Medical Insurance	29,700
515030: Life Insurance	250
515060: Long Term Disability	90
SubTotal	**138,594**
Communication Services	
561000: Communication Services	2,000
566000: Professional Services	76,406
SubTotal	**78,406**
Department Total	**217,000**

City of St. Louis

1504 Department of Health and Hospitals Grants - C700014 Director of Health Other Misc Grants - FY27

Professional Services	
566000: Professional Services	78,254
SubTotal	**78,254**
Department Total	**78,254**

City of St. Louis

1504 Department of Health and Hospitals Grants - C700019 Local Public Health Agency Infrastructure - FY27

Education and Training Services	
563000: Education and Training Services	137,340
565400: Travel Out of Town	50,000
566000: Professional Services	634,870
566067: Administration	39,498
SubTotal	**861,708**
Department Total	**861,708**

City of St. Louis

1504 Department of Health and Hospitals Grants - C710003 Commissioner of Health DOJ Grants - FY27

Professional Services	
566000: Professional Services	255,116
SubTotal	**255,116**
Department Total	**255,116**

City of St. Louis

1504 Department of Health and Hospitals Grants - C710004 Commissioner of Health Other Misc Grants - FY27

TTL Materials and Supplies	
521500: Health and Safety Supplies	30,000
SubTotal	**30,000**
Travel Out of Town	
565400: Travel Out of Town	7,000
565500: Transportation	2,000
566000: Professional Services	50,810
566067: Administration	13,471
SubTotal	**73,281**
Department Total	**103,281**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711003 Housing Opportunities for People with AIDS Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	93,766
512000: FICA	7,173
513800: Employee Retirement Plan	15,021
513810: Employee Retirement System Debt Contr	1,875
514700: Workers Compensation Admin	1,172
515000: Medical Insurance	19,800
515030: Life Insurance	366
515060: Long Term Disability	131
SubTotal	**139,305**
TTL Materials and Supplies	
520000: Computer Supplies	1,000
SubTotal	**1,000**
Travel Out of Town	
565400: Travel Out of Town	5,000
566000: Professional Services	3,000
566042: Operations Subcontractors	336,210
566044: Mortgage and Rental Assistance	1,857,042
566055: Housing Assistance	443,814
566067: Administration	216,770
566079: Support Services	165,811
SubTotal	**3,027,647**
Department Total	**3,167,952**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711006 Ryan White Part A and MAI Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	381,552
512000: FICA	29,189
513800: Employee Retirement Plan	61,125
513810: Employee Retirement System Debt Contr	7,631
514700: Workers Compensation Admin	4,769
515000: Medical Insurance	69,300
515030: Life Insurance	1,488
515060: Long Term Disability	534
SubTotal	**555,588**
TTL Materials and Supplies	
520000: Computer Supplies	5,000
520500: Office Supplies	7,500
523000: Education and Training Materials and Supplies	1,000
SubTotal	**13,500**
TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	6,500
SubTotal	**6,500**
Computer Services	
560000: Computer Services	1,000
560500: Office Services	2,000
561000: Communication Services	500
563000: Education and Training Services	2,000
565400: Travel Out of Town	17,000
565500: Transportation	1,000
566000: Professional Services	200,000
566041: Unit Costs Service Reimbursements	5,463,389
566067: Administration	553,825
SubTotal	**6,240,714**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711006 Ryan White Part A and MAI Grants - FY27

Department Total	**6,816,302**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711008 Tuberculosis Outreach Grant - FY27

TTL Personal Services	Amount
511200: Salaries Per Performance Employees	55,057
512000: FICA	1,500
SubTotal	**56,557**
Travel Out of Town	
565400: Travel Out of Town	2,000
565500: Transportation	4,752
566067: Administration	6,331
SubTotal	**13,083**
Department Total	**69,640**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711010 HIV Surveillance Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	97,364
512000: FICA	7,448
513800: Employee Retirement Plan	15,598
513810: Employee Retirement System Debt Contr	1,947
514700: Workers Compensation Admin	1,217
515000: Medical Insurance	19,800
515030: Life Insurance	380
515060: Long Term Disability	136
SubTotal	**143,890**
TTL Materials and Supplies	
520500: Office Supplies	2,953
521500: Health and Safety Supplies	2,472
SubTotal	**5,425**
Travel Out of Town	
565400: Travel Out of Town	3,000
565500: Transportation	1,000
565600: Membership Fees	500
SubTotal	**4,500**
Department Total	**153,815**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711011 Perinatal Hep B Case Management Grant - FY27

TTL Personal Services	Amount
511200: Salaries Per Performance Employees	42,488
512000: FICA	2,400
SubTotal	**44,888**
TTL Materials and Supplies	
520500: Office Supplies	76
523000: Education and Training Materials and Supplies	150
SubTotal	**226**
Administration	
566067: Administration	3,036
SubTotal	**3,036**
Department Total	**48,150**

City of St. Louis

1504 Department of Health and Hospitals Grants - C711016 High Impact HIV Prevention and Surveillance Program - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	372,424
512000: FICA	28,490
513800: Employee Retirement Plan	59,662
513810: Employee Retirement System Debt Contr	7,448
514700: Workers Compensation Admin	4,655
515000: Medical Insurance	69,300
515030: Life Insurance	1,452
515060: Long Term Disability	521
SubTotal	**543,954**
TTL Materials and Supplies	
520000: Computer Supplies	1,150
520500: Office Supplies	3,000
521500: Health and Safety Supplies	86,300
SubTotal	**90,450**
TTL Rental and Non Capital Leases	
533000: Education and Training Rental and Leases	27,500
SubTotal	**27,500**
Computer Services	
560000: Computer Services	2,500
561000: Communication Services	150
563000: Education and Training Services	5,550
565400: Travel Out of Town	11,115
565500: Transportation	691
565600: Membership Fees	500
566000: Professional Services	250,000
566067: Administration	35,962
SubTotal	**306,468**
Department Total	**968,372**

City of St. Louis

1504 Department of Health and Hospitals Grants - C715006 Sanitation and Inspection Grants - FY27

TTL Personal Services	Amount
510900: Overtime Regular Employees	2,000
512000: FICA	153
SubTotal	**2,153**
TTL Materials and Supplies	
520000: Computer Supplies	4,800
521500: Health and Safety Supplies	2,660
523000: Education and Training Materials and Supplies	3,140
SubTotal	**10,600**
Education and Training Services	
563000: Education and Training Services	3,874
565400: Travel Out of Town	2,000
565600: Membership Fees	525
SubTotal	**6,399**
Department Total	**19,152**

City of St. Louis

1504 Department of Health and Hospitals Grants - C715007 Summer Food Program Grant - FY27

TTL Personal Services	Amount
511200: Salaries Per Performance Employees	13,390
512000: FICA	1,024
SubTotal	**14,414**
TTL Materials and Supplies	
520500: Office Supplies	1,586
SubTotal	**1,586**
Membership Fees	
565600: Membership Fees	1,000
SubTotal	**1,000**
Department Total	**17,000**

City of St. Louis

1504 Department of Health and Hospitals Grants - C719005 Maternal Child Health Services Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	50,464
512000: FICA	3,860
513800: Employee Retirement Plan	8,084
513810: Employee Retirement System Debt Contr	1,009
514700: Workers Compensation Admin	631
515000: Medical Insurance	9,900
515030: Life Insurance	197
515060: Long Term Disability	71
SubTotal	**74,216**
TTL Materials and Supplies	
520500: Office Supplies	2,000
SubTotal	**2,000**
Travel Out of Town	
565400: Travel Out of Town	5,000
566067: Administration	51,554
SubTotal	**56,554**
Department Total	**132,770**

City of St. Louis

1504 Department of Health and Hospitals Grants - C719006 Child Care Health Consultation Grant - FY27

TTL Personal Services	Amount
511200: Salaries Per Performance Employees	7,500
512000: FICA	1,150
SubTotal	**8,650**
TTL Materials and Supplies	
521500: Health and Safety Supplies	24,350
SubTotal	**24,350**
Education and Training Services	
563000: Education and Training Services	15,000
565400: Travel Out of Town	3,000
565500: Transportation	3,000
SubTotal	**21,000**
Department Total	**54,000**

City of St. Louis

1504 Department of Health and Hospitals Grants - C719007 Show Me Healthy Women Grant - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	73,245
512000: FICA	5,603
513800: Employee Retirement Plan	11,734
513810: Employee Retirement System Debt Contr	1,465
514700: Workers Compensation Admin	916
515000: Medical Insurance	9,900
515030: Life Insurance	286
515060: Long Term Disability	103
SubTotal	**103,251**
Department Total	**103,251**

City of St. Louis

1505 Department of Human Services Grants - C811001 Continuum of Care Grants - FY27

TTL Materials and Supplies	
520000: Computer Supplies	7,500
520500: Office Supplies	45,000
521500: Health and Safety Supplies	8,500
523000: Education and Training Materials and Supplies	7,500
SubTotal	**68,500**
TTL Non Capital Equipment	
540000: Computer Equipment	8,900
SubTotal	**8,900**
Computer Services	
560000: Computer Services	7,100
561000: Communication Services	8,400
563000: Education and Training Services	11,500
565400: Travel Out of Town	15,900
566000: Professional Services	785,000
566017: Automated Data Maintenance	352,000
566036: Leasing	2,510,900
566042: Operations Subcontractors	1,901,441
566044: Mortgage and Rental Assistance	1,990,000
566067: Administration	365,000
566079: Support Services	3,359,000
SubTotal	**11,306,241**
Department Total	**11,383,641**

TTL Materials and Supplies	
520500: Office Supplies	23,850
522000: Facility and Grounds Supplies	57,700
SubTotal	**81,550**
Professional Services	
566000: Professional Services	37,700
566017: Automated Data Maintenance	70,000
566043: Outreach	30,000
566054: Transitional Housing	0
566055: Housing Assistance	231,208
566056: Emergency Shelter	884,950
566067: Administration	0
566087: Prevention and Early Intervention	255,091
SubTotal	**1,508,949**
Department Total	**1,590,499**

City of St. Louis

1506 St. Louis Area Agency on Aging Grants - C810001 SLAAA Administration - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	850,063
511200: Salaries Per Performance Employees	105,000
512000: FICA	73,062
513800: Employee Retirement Plan	136,180
513810: Employee Retirement System Debt Contr	17,001
514700: Workers Compensation Admin	10,626
515000: Medical Insurance	168,300
515030: Life Insurance	3,315
515060: Long Term Disability	1,190
SubTotal	**1,364,738**

TTL Materials and Supplies	
520000: Computer Supplies	30,000
520500: Office Supplies	30,000
521500: Health and Safety Supplies	20,000
523000: Education and Training Materials and Supplies	40,000
SubTotal	**120,000**

TTL Non Capital Equipment	
540000: Computer Equipment	10,000
540500: Office Equipment	10,000
SubTotal	**20,000**

Computer Services	
560000: Computer Services	350,000
560500: Office Services	50,000
561000: Communication Services	50,000
561500: Health and Safety Services	20,000
563000: Education and Training Services	50,000
565400: Travel Out of Town	50,000
565500: Transportation	12,000
565600: Membership Fees	30,000

City of St. Louis

1506 St. Louis Area Agency on Aging Grants - C810001 SLAAA Administration - FY27

566000: Professional Services	200,000
566003: Public Relations	20,000
566010: Health Care	20,000
566011: Assessments	35,000
566017: Automated Data Maintenance	50,000
566018: Case Management	700,000
566020: Minor Home Repair	250,000
566024: Congregate Meals	400,000
566025: Medical Exam Services	120,000
566029: Medication Mgmt Screening and Education	30,000
566030: Nursing Homes Ombudsman	80,000
566031: Vet Assist Standdown	60,000
566035: Disaster Services	150,000
566037: Legal Assistance	80,000
566038: Mental Health Education	25,000
566043: Outreach	20,000
566044: Mortgage and Rental Assistance	10,000
566048: Information and Assistance	100,000
566052: Personal Care	45,000
566053: Health Counseling	50,000
566055: Housing Assistance	35,000
566058: Respite Care	80,000
566059: Home Delivered Meals	8,900,000
566060: Transportation Contracts and Services	610,000
566061: Transportation MODOT	450,000
566063: Homemaker Services	45,000
566065: Individual Develop Accts	30,000
566067: Administration	300,000
566077: Supplemental Groceries	100,000
566079: Support Services	1,000,000
566085: Utility Assistance	50,000
566087: Prevention and Early Intervention	100,000
566093: Caregiver Training and Information	530,000

566094: Senior Abuse Counseling and Training	40,000
566095: Veterans Claims Assistance	10,000
SubTotal	**15,337,000**

Department Total	**16,841,738**

City of St. Louis

1507 Other Miscellaneous Grants - C139013 City Counselor JAG Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	153,575
512000: FICA	11,748
513800: Employee Retirement Plan	24,603
513810: Employee Retirement System Debt Contr	3,072
514700: Workers Compensation Admin	1,920
515000: Medical Insurance	19,800
515030: Life Insurance	599
515060: Long Term Disability	215
SubTotal	**215,531**
Department Total	**215,531**

City of St. Louis
1507 Other Miscellaneous Grants - C214007 Forestry Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	69,016
512000: FICA	5,280
513800: Employee Retirement Plan	11,056
513810: Employee Retirement System Debt Contr	1,380
514700: Workers Compensation Admin	863
515000: Medical Insurance	29,700
515030: Life Insurance	269
515060: Long Term Disability	97
SubTotal	**117,661**
Professional Services	
566000: Professional Services	300,000
SubTotal	**300,000**
Department Total	**417,661**

City of St. Louis

1507 Other Miscellaneous Grants - C312011 Circuit Attorney Victims of Crime Act Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	346,559
512000: FICA	26,512
513800: Employee Retirement Plan	55,519
513810: Employee Retirement System Debt Contr	6,931
514700: Workers Compensation Admin	4,332
515000: Medical Insurance	69,300
515030: Life Insurance	1,352
515060: Long Term Disability	485
SubTotal	**510,989**
Department Total	**510,989**

City of St. Louis

1507 Other Miscellaneous Grants - C312012 Circuit Attorney Violence Against Women Act Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	317,997
512000: FICA	24,327
513800: Employee Retirement Plan	50,943
513810: Employee Retirement System Debt Contr	6,360
514700: Workers Compensation Admin	3,975
515000: Medical Insurance	49,500
515030: Life Insurance	1,240
515060: Long Term Disability	445
SubTotal	**454,788**
Department Total	**454,788**

City of St. Louis

1507 Other Miscellaneous Grants - C610005 Public Safety DOJ Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	187,642
512000: FICA	14,355
513800: Employee Retirement Plan	30,060
513810: Employee Retirement System Debt Contr	3,753
514700: Workers Compensation Admin	2,346
515000: Medical Insurance	19,800
515030: Life Insurance	732
515060: Long Term Disability	263
SubTotal	**258,950**
Department Total	**258,950**

City of St. Louis

1507 Other Miscellaneous Grants - C625003 City Emergency Management Agency Grants - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	143,221
512000: FICA	0
513800: Employee Retirement Plan	-2,263
513810: Employee Retirement System Debt Contr	0
514700: Workers Compensation Admin	0
515000: Medical Insurance	-400
515030: Life Insurance	0
515060: Long Term Disability	0
SubTotal	**140,558**
Department Total	**140,558**

City of St. Louis
1508 Police Grants - C650015 Police Department Misc Grants - FY27

TTL Capital Assets	
552500: Fleet Capital Asset	130,000
SubTotal	**130,000**
Department Total	**130,000**

City of St. Louis
1508 Police Grants - C650029 Police Deparment Federal Grants - FY27

TTL Personal Services	Amount
510910: Overtime Police	1,500,000
512010: FICA Commissioned	0
SubTotal	**1,500,000**
Professional Services	
566000: Professional Services	350,000
SubTotal	**350,000**
Department Total	**1,850,000**

City of St. Louis
1508 Police Grants - C650030 Police Department MoDOT Grants - FY27

TTL Personal Services	Amount
510910: Overtime Police	1,500,000
512010: FICA Commissioned	0
SubTotal	**1,500,000**
Professional Services	
566000: Professional Services	500,000
SubTotal	**500,000**
Department Total	**2,000,000**

City of St. Louis
1508 Police Grants - C650031 Police Department MDPS Grants - FY27

Professional Services	
566000: Professional Services	400,000
SubTotal	**400,000**
Department Total	**400,000**

City of St. Louis

1509 American Recovery Plan Act - C190006 City Wide ARPA Interest - FY27

Major Projects Contracts and Services	
564500: Major Projects Contracts and Services	5,000,000
566056: Emergency Shelter	1,000,000
SubTotal	**6,000,000**
Department Total	**6,000,000**

City of St. Louis

1510 Asset Forfeiture Fund - C650019 Police Asset Forfeiture Funds - FY27

Professional Services	
566000: Professional Services	2,200,000
SubTotal	**2,200,000**
Department Total	**2,200,000**

City of St. Louis
2001 Water Fund - C415000 Water Division Operations - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	22,353,112
510900: Overtime Regular Employees	2,540,000
511100: Salaries Temporary Employees	132,400
511200: Salaries Per Performance Employees	376,243
512000: FICA	1,933,106
513800: Employee Retirement Plan	3,580,969
513810: Employee Retirement System Debt Contr	447,062
514400: Workers Compensation Disability	271,334
514500: Workers Compensation Settlements	200,000
514600: Workers Compensation Medical	100,000
514700: Workers Compensation Admin	279,414
515000: Medical Insurance	3,742,200
515030: Life Insurance	87,177
515060: Long Term Disability	31,294
SubTotal	**36,074,311**

TTL Materials and Supplies	
520000: Computer Supplies	107,900
520500: Office Supplies	84,000
521000: Communication Supplies	1,000
521500: Health and Safety Supplies	9,710,300
522000: Facility and Grounds Supplies	3,802,800
522500: Fleet Materials and Supplies	548,500
523000: Education and Training Materials and Supplies	26,000
524500: Major Projects Materials and Supplies	183,500
SubTotal	**14,464,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	15,000
531500: Health and Safety Rental and Leases	4,000
532000: Facility and Grounds Rental and Leases	407,000
532500: Fleet Rental and Leases	0

City of St. Louis
2001 Water Fund - C415000 Water Division Operations - FY27

SubTotal	**426,000**
TTL Non Capital Equipment	
540000: Computer Equipment	60,800
541500: Health and Safety Equipment	71,100
542000: Facility and Grounds Equipment	407,100
542500: Fleet Equipment	0
544500: Major Projects Equipment	65,000
SubTotal	**604,000**
TTL Capital Assets	
550000: Computer Capital Asset	110,000
551500: Health and Safety Capital Asset	67,000
552000: Facility and Grounds Capital Asset	404,000
552500: Fleet Capital Asset	850,000
554500: Major Projects Capital Asset	598,000
SubTotal	**2,029,000**
Computer Services	
560000: Computer Services	1,046,787
560500: Office Services	90,700
561000: Communication Services	602,000
561500: Health and Safety Services	472,400
562000: Facility and Grounds Services	8,959,000
562500: Fleet Services	587,000
563000: Education and Training Services	211,500
564500: Major Projects Contracts and Services	2,005,000
565400: Travel Out of Town	14,000
565500: Transportation	6,600
565501: Car Allowance Transportation	230,000
565600: Membership Fees	110,500
565701: Electric	4,500,000
565702: Natural Gas	355,000

City of St. Louis
2001 Water Fund - C415000 Water Division Operations - FY27

565704: Sewer	50,000
565800: Internal Services	400,000
566000: Professional Services	1,155,000
566089: Water and Plumbing Service Lines	900,000
566500: Legal Services	300,000
567400: Banking Services and Fees	1,000
567500: Taxes and Licenses	7,915,690
567600: Surety Bond Premiums and Insurance	55,000
SubTotal	**29,967,177**

TTL Debt Service	
575500: Principal Payments	507,000
575700: Interest Payments	66,066
575900: Admin Fees	23,946
SubTotal	**597,012**

Department Total	**84,161,500**

City of St. Louis
2003 Airport Fund - C420000 Airport Commission Operations - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	26,744,741
510120: Salaries Fire	4,891,736
510900: Overtime Regular Employees	1,136,520
510910: Overtime Police	700,000
510920: Overtime Fire	625,000
511200: Salaries Per Performance Employees	429,651
511301: Car Allowance	1,511,640
512000: FICA	2,281,425
512010: FICA Commissioned	90,143
513800: Employee Retirement Plan	4,284,507
513810: Employee Retirement System Debt Contr	534,895
513910: Firemen Retirement System	500,063
513920: Firefighters Retirement Plan	1,024,536
514700: Workers Compensation Admin	395,456
515000: Medical Insurance	5,160,400
515030: Life Insurance	123,382
515060: Long Term Disability	44,291
SubTotal	**50,478,386**

TTL Materials and Supplies	
520000: Computer Supplies	272,146
520500: Office Supplies	157,605
521000: Communication Supplies	36,425
521500: Health and Safety Supplies	523,915
522000: Facility and Grounds Supplies	8,722,044
522500: Fleet Materials and Supplies	817,848
523000: Education and Training Materials and Supplies	31,684
523500: Environmental Materials and Supplies	10,500
SubTotal	**10,572,167**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	112,616

City of St. Louis
2003 Airport Fund - C420000 Airport Commission Operations - FY27

531500: Health and Safety Rental and Leases	2,000
532000: Facility and Grounds Rental and Leases	103,000
532500: Fleet Rental and Leases	200,000
533500: Environmental Rental and Leases	5,000
SubTotal	**422,616**
TTL Non Capital Equipment	
540000: Computer Equipment	83,996
540500: Office Equipment	9,000
541000: Communication Equipment	259,000
541500: Health and Safety Equipment	39,000
542000: Facility and Grounds Equipment	848,988
542500: Fleet Equipment	4,999
SubTotal	**1,244,983**
TTL Capital Assets	
550000: Computer Capital Asset	60,000
551500: Health and Safety Capital Asset	209,200
552000: Facility and Grounds Capital Asset	466,400
552500: Fleet Capital Asset	1,162,000
553500: Environmental Capital Asset	170,000
SubTotal	**2,067,600**
Computer Services	
560000: Computer Services	1,912,556
560500: Office Services	59,705
561000: Communication Services	685,860
561500: Health and Safety Services	14,313,311
562000: Facility and Grounds Services	48,230,337
562500: Fleet Services	2,597,900
563000: Education and Training Services	310,453
563500: Environmental Services	2,026,624
565100: Health Care Services	38,150

City of St. Louis
2003 Airport Fund - C420000 Airport Commission Operations - FY27

565200: Lobbying Services	175,000
565400: Travel Out of Town	219,760
565500: Transportation	4,635
565600: Membership Fees	214,619
565700: Utilities	10,490,260
565800: Internal Services	3,233,047
566000: Professional Services	8,609,788
566500: Legal Services	775,000
567400: Banking Services and Fees	5,900
567500: Taxes and Licenses	9,098,820
567600: Surety Bond Premiums and Insurance	7,558,190
SubTotal	**110,559,915**
TTL Debt Service	
575500: Principal Payments	44,855,974
575700: Interest Payments	29,802,458
575900: Admin Fees	1,074,675
SubTotal	**75,733,107**
Department Total	**251,078,774**

City of St. Louis
2101 Mailroom - C172000 Mail Services - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	279,683
512000: FICA	21,396
513800: Employee Retirement Plan	44,805
513810: Employee Retirement System Debt Contr	5,594
514700: Workers Compensation Admin	3,496
515000: Medical Insurance	65,538
515030: Life Insurance	1,091
515060: Long Term Disability	392
SubTotal	**421,994**
Maintenance Services	
560501: Maintenance Services	2,400
565800: Internal Services	2,000
SubTotal	**4,400**
Department Total	**426,394**

City of St. Louis
2102 Fuel - C910003 Equipment Services Fund - FY27

TTL Materials and Supplies	
520000: Computer Supplies	1,000
520500: Office Supplies	2,000
522500: Fleet Materials and Supplies	7,000
522501: Gasoline and Diesel Fuel	6,200,000
SubTotal	**6,210,000**
TTL Non Capital Equipment	
542500: Fleet Equipment	1,000
SubTotal	**1,000**
Computer Services	
560000: Computer Services	129,500
560500: Office Services	500
561000: Communication Services	1,000
562000: Facility and Grounds Services	185,000
563000: Education and Training Services	4,000
SubTotal	**320,000**
Department Total	**6,531,000**

City of St. Louis
2103 Health Self Insurance - C123005 Pharmacy Self Insurance - FY27

Employee Medical Insurance	
565111: Employee Medical Insurance	7,000,000
565112: Employee Medical Insurance Single	20,000,000
565114: Employer Medical Dependant	2,000,000
565116: COBRA	1,000,000
565117: Retiree Medical	2,400,000
566000: Professional Services	230,000
SubTotal	**32,630,000**
Department Total	**32,630,000**

City of St. Louis

2105 Internal Service Fund - Police - C903001 Facilities Management Police Unit - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,180,294
510900: Overtime Regular Employees	90,000
512000: FICA	97,177
513800: Employee Retirement Plan	189,083
513810: Employee Retirement System Debt Contr	23,606
514700: Workers Compensation Admin	14,754
515000: Medical Insurance	237,600
515030: Life Insurance	4,603
515060: Long Term Disability	1,652
SubTotal	**1,838,770**

TTL Materials and Supplies	
521500: Health and Safety Supplies	8,000
522000: Facility and Grounds Supplies	165,000
SubTotal	**173,000**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	1,000
532000: Facility and Grounds Rental and Leases	10,000
SubTotal	**11,000**

TTL Non Capital Equipment	
542000: Facility and Grounds Equipment	20,000
SubTotal	**20,000**

Health and Safety Services	
561500: Health and Safety Services	125,000
562000: Facility and Grounds Services	917,000
563000: Education and Training Services	4,000
565500: Transportation	6,000
565701: Electric	1,131,189
565702: Natural Gas	161,162

City of St. Louis

2105 Internal Service Fund - Police - C903001 Facilities Management Police Unit - FY27

565703: Steam	1,030,030
565704: Sewer	112,949
565801: Internal Services Gas	12,600
565900: Pass Through	15,000
566000: Professional Services	30,000
SubTotal	**3,544,930**
Department Total	**5,587,700**

City of St. Louis

2105 Internal Service Fund - Police - C910001 Equipment Services Police Unit - FY27

TTL Personal Services	Amount
510100: Salaries Regular Employees	1,343,196
510900: Overtime Regular Employees	20,000
512000: FICA	104,284
513800: Employee Retirement Plan	215,180
513810: Employee Retirement System Debt Contr	26,864
514700: Workers Compensation Admin	16,790
515000: Medical Insurance	217,800
515030: Life Insurance	5,238
515060: Long Term Disability	1,880
SubTotal	**1,951,233**

TTL Materials and Supplies	
520500: Office Supplies	3,000
521500: Health and Safety Supplies	10,000
522500: Fleet Materials and Supplies	21,600
523000: Education and Training Materials and Supplies	125
SubTotal	**34,725**

TTL Rental and Non Capital Leases	
530500: Office Rental and Leases	1,665
SubTotal	**1,665**

TTL Non Capital Equipment	
540000: Computer Equipment	10,000
540500: Office Equipment	8,000
SubTotal	**18,000**

TTL Capital Assets	
552500: Fleet Capital Asset	12,000
SubTotal	**12,000**

Computer Services

City of St. Louis

2105 Internal Service Fund - Police - C910001 Equipment Services Police Unit - FY27

560000: Computer Services	12,500
560500: Office Services	350
561500: Health and Safety Services	7,257
562000: Facility and Grounds Services	9,000
562500: Fleet Services	275,378
563000: Education and Training Services	6,250
566079: Support Services	1,584,000
566080: Fleet Contract Services	764,648
SubTotal	**2,659,383**
Department Total	**4,677,006**

EXHIBIT A
FY2027 CAPITAL BUDGET

	FY27 Budget
SOURCES	
Capital Improvement Sales Tax	$22,756,500
Metro Parks Sales Tax - 1/10 Cent	2,094,000
Metro Parks Sales Tax - 3/16 Cent	3,140,000
Economic Development Sales Tax - 10% of 1/2 cent	2,376,100
1/2 Cent Forest Park Residual	386,444
Forest Park Residual Capital 1/10 Cent (Metro Parks)	83,127
1/2 Prior Year Operating Surplus	5,250,000
Prior Year Unappropriated CityWide Capital Balances	4,000,000
Courthouse Restoration Funds	1,200,000
Gaming Revenues	650,000
Gasoline Tax	6,800,000
General Fund Transfer - Carnahan Courthouse Debt Service	1,244,000
Central Industrial Rent Revenues	400,000
Total Sources	**50,380,171**
USES	
Citywide	
Existing Debt	8,067,435
Road and Bridge Improvements	6,800,000
Econ Dev Sales Tax Capital	2,376,100
City Building Improvements & Equipment	3,710,000
Capital Projects - 1/2 Prior Year Balance	5,250,000
Total Citywide	26,203,535
Engineering, Design and Administration	1,300,000
Ward Improvements	10,728,250
Major & Neighborhood Parks Debt & Improvements	9,351,176
Recreation Center Improvements	643,695
Police Department Improvements	2,145,650
Total Uses of Funds	**50,372,306**
Operating Balance	**$7,865**

EXHIBIT B
FY2027 CAPITAL BUDGET
CITYWIDE ACCOUNT (FUND 1205)

SOURCES OF FUNDS:		
General Fund Transfers	1,244,000	
Gaming Revenues - Admissions Receipts	650,000	
Gasoline Tax	6,800,000	
Courthouse Restoration Funds	1,200,000	
Economic Development Sales Tax - 10%	2,376,100	
Economic Development Sales Tax - Beginning Balance	-	
1/2 Prior Year Operating Surplus	5,250,000	
Prior Year Unappropriated Balances	4,000,000	
Municipal Garage Revenue	-	
Central Industrial Rent Revenue	400,000	
Total Funds Available for Appropriation		**21,920,100**
USES OF FUNDS:		
Existing Debt		
Carnahan Courthouse	894,000	
QECB Loan	343,000	
Rolling Stock /Asset Lease Purchase Debt	2,599,136	
		3,836,136
Building Repairs and Equipment		
BPS Building Repairs	1,000,000	
Courthouse Repairs	650,000	
Ash Tree Removals	500,000	
		2,150,000
Road and Bridge Projects (Fuel Tax)		
River Des Peres Reconstruction	1,500,000	
Traffic Management Enhancements - Phase 9 (Skinker/McCausland - Canterbury to Etzel)	1,000,000	
Christy Blvd. Cycle Track & Pedest. Improvements (Holly Hills to Kingshighway)	500,000	
Lindell Mutimodal Improvements	100,000	
Traffic Management Enhancements -Phase 10 (Kingshighway - McRee to Schollmeyer)	300,000	
Bike Facility Improvements	250,000	
Misc. Street/Bridge Repairs	300,000	
Compton Bridge over Mill Creek (Skinker - Canterbury to Etzel)	2,850,000	
		6,800,000
Economic Dev. Sales Tax Capital		
NGA Financing Agreement	2,150,000	
Soulard Market	226,100	
		2,376,100

EXHIBIT B
FY2027 CAPITAL BUDGET
CITYWIDE ACCOUNT (FUND 1205) (cont.)

ADA Transition Plan	750,000	
		750,000
Parks		
Pool Renovations	200,000	
Soulard Market Renovations	275,000	
Lyle House-Carondelet Park - Renovation/Demo/Site Remediation	250,000	
Forestry - Hazardous Tree Removal	550,000	
1415 N. 13th Street Garage Heaters	200,000	
		1,475,000
Public Safety - Fire Department		
EMS Vehicles	800,000	
EMS HQ Roof Replacement	455,000	
		1,255,000
Other Public Safety		
Public Safety Answering Point (PSAP)	950,000	
		950,000
Circuit Court Buildings		
Court Room Modernization	600,000	
Civil Courts Building Façade Repairs	600,000	
		1,200,000
Other Municipal Buildings		
Medical Examiner Security Upgrades	75,000	
Communications Div. - AC unit	150,000	
Gateway Transportation Center - Platforms A&B repairs	155,000	
South Refuse - Misc. Bldg. Repairs	200,000	
Tow Lot Relocation design work	150,000	
Old Municipal Courts Bldg. - Secure Windows and Doors	225,000	
		955,000
Circuit Attorney		
Security Upgrades	75,000	
		75,000
Information Technology Services Agency (ITSA)		
Switch Network Recapitalization	50,000	
Cisco Core Switch Replacement	40,000	
		90,000
Total Uses of Funds		**21,912,236**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$7,865**

EXHIBIT C
FY2027 CAPITAL BUDGET
CITYWIDE ACCOUNT (FUND 1208)

SOURCES OF FUNDS:		
Capital Improvement Sales Tax	$4,291,300	
City Wide Capital Existing Balance	-	
Total Funds Available for Appropriation		**4,291,300**
USES OF FUNDS:		
Existing Debt		
Rolling Stock Lease Debt	2,766,660	
Juvenile Detention Center	1,464,640	
Fire/Refuse Garage	-	
		4,231,300
Building Repairs and Equipment		
ITSA Capital	60,000	
		60,000
Total Uses of Funds		**4,291,300**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT D
FY2027 CAPITAL BUDGET
MAJOR PARKS ACCOUNT (FUND 1208)

SOURCES OF FUNDS:		
Capital Improvement Sales Tax	3,647,605	
Beginning Balance	-	
Residual Capital - Forest Park Account	386,444	
Total Funds Available for Appropriation		**4,034,049**
USES OF FUNDS:		
FOREST PARK SUBACCOUNT (FUND 1208)		
Capital Project Subsidy FPF Agreement	2,235,982	
Forest Park Residual Capital Projects	386,444	
		2,622,426
2014 PARKS IMPROVEMENT BONDS DEBT SERVICE AND PARK CAPITAL PROJECTS AND MAINTENANCE		
Debt Service On 2014 Park Improvement Bonds	709,000	
		709,000
TOWER GROVE PARK		
Tennis and Pickleball Courts Resurfacing Tennis Court Electrical Panel Upgrades Roman Electric Service Upgrades Plus Heat	236,023	
		236,023
CARONDELET PARK		
Lyle House-Carondelet Park - Renovation/Demo/Site Remediation	154,323	
		154,323
FAIRGROUND PARK		
Bridge Maintenance	112,565	
		112,565
O'FALLON PARK		
Boathouse Roof Replacement	108,934	
		108,934
WILLMORE PARK		
Road Calming	90,778	
		90,778
Total Uses of Funds		**4,034,049**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT E
FY2027 CAPITAL BUDGET
RECREATION CENTER ACCOUNT (FUND 1208)

SOURCES OF FUNDS:		
Capital Improvement Sales Tax	643,695	
Beginning Balance	-	
Total Funds Available for Appropriation		**643,695**
USES OF FUNDS: Capital Improvement Sales Tax		
Cherokee Center Structural Roof Repairs, Maintenance Projects	643,695	643,695
Total Uses of Funds		**643,695**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT F
FY2027 CAPITAL BUDGET
POLICE DEPARTMENT ACCOUNT (FUND 1208)

SOURCES OF FUNDS:		
Capital Improvement Sales Tax	2,145,650	
Beginning Balance	-	
		2,145,650
Total Funds Available for Appropriation		
USES OF FUNDS: Capital Improvement Sales Tax		
Debt Service for Police Capital Improvements	1,617,000	
Other Police Capital Items	528,650	
Total Uses of Funds		**2,145,650**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT G
FY2027 CAPITAL BUDGET
ENGINEERING, DESIGN AND ADMINISTRATION (FUND 1208)

SOURCES OF FUNDS:		
Capital Improvement Sales Tax	1,300,000	
Total Funds Available for Appropriation		**$1,300,000**
USES OF FUNDS:		
Engineering, Design and Administration- BPS	650,000	
Engineering, Design and Administration - Street Dept.	650,000	
Total Uses of Funds		**1,300,000**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT H
FY2027 CAPITAL BUDGET
WARD IMPROVEMENTS ACCOUNT (FUND 1208)

SOURCES OF FUNDS:		
Capital Improvement Sales Tax	10,728,250	
Beginning Balance	-	
Total Funds Available for Appropriation		**$10,728,250**
USES OF FUNDS:		
Neighborhood Park Improvements		
Residential Street & Alley Resurfacing and Repairs		
Neighborhood Park Improvements - Metro Parks Match		
Neighborhood Street Lighting Additions & Enhancements		
50/50 Sidewalk Program		
Sidewalk Tree Planting		
Refuse Container Replacement		
Alley, Sidewalk or Curb Reconstruction		
Other Improvements		
Contingency Fund		
Ward 1	766,304	
Ward 2	766,304	
Ward 3	766,304	
Ward 4	766,304	
Ward 5	766,304	
Ward 6	766,304	
Ward 7	766,304	
Ward 8	766,304	
Ward 9	766,304	
Ward 10	766,304	
Ward 11	766,304	
Ward 12	766,304	
Ward 13	766,304	
Ward 14	766,304	
Total Uses of Funds		**10,728,250**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT I
FY2027 CAPITAL BUDGET
METRO PARKS 1/10 CENT - MAJOR PARKS ACCOUNT (FUND 1207)

SOURCES OF FUNDS:		
Metro Parks Sales Tax	837,600	
Beginning Balance	-	
Forest Park Residual Capital Projects	83,127	
Total Funds Available for Appropriation		**920,727**
USES OF FUNDS:		
FOREST PARK SUBACCOUNT (FUND 1207)		
Capital Project Subsidy FPF Agreement	513,449	
Forest Park Residual Capital Projects	83,127	
		596,576
2014 PARKS IMPROVEMENT BONDS DEBT SERVICE AND PARK CAPITAL PROJECTS AND MAINTENANCE		
Debt Service On 2014 Park Improvement Bonds	159,000	
		159,000
TOWER GROVE PARK		
Spiderlift Vehicle		
	55,477	
		55,477
CARONDELET PARK		
Lyle House-Carondelet Park - Renovation/Demo/Site Remediation	36,274	
		36,274
FAIRGROUND PARK		
Bridge Maintenance		
	26,458	
		26,458
O'FALLON PARK		
Facility Maintenance/Repairs (vandalism)		
	25,605	
		25,605
WILLMORE PARK		
Remove Old Futsal Court	21,337	
		21,337
Total Uses of Funds		**920,727**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT J
FY2027 CAPITAL BUDGET
METRO PARKS 1/10 CENT - NEIGHBORHOOD PARKS ACCOUNT (FUND 1207)

SOURCES OF FUNDS:		
Metro Parks Sales Tax - (Neighborhood Parks Portion)	1,256,400	
Beginning Balance	-	
Total Funds Available for Appropriation		**1,256,400**
USES OF FUNDS: Metro Parks Sales Tax		
Park **Projects**		
To Be Determined By Parks Committee	1,256,400	
		1,256,400
Total Uses of Funds		**1,256,400**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT K
FY2027 CAPITAL BUDGET
METRO PARKS 3/16 CENT - MAJOR PARKS ACCOUNT (FUND 1207)

SOURCES OF FUNDS:		
Metro Parks Sales Tax - 3/16 Cent	1,256,000	
Beginning Balance	-	
Total Funds Available for Appropriation		**1,256,000**
USES OF FUNDS:		
FOREST PARK SUBACCOUNT (FUND 1207)		
Emergency Capital Maintenance Projects	384,336	
		384,336
TOWER GROVE PARK SUBACCOUNT (FUND 1207)		
Ranger Vehicle		
Resurface Paths		
Central Playground Swing set Replacement		
Historic Fountain Replacement		
Bridge Culvert on Main Dr. Replacement		
Roof at Stone Shelter		
	296,416	
		296,416
CARONDELET PARK SUBACCOUNT (FUND 1207)		
Lyle House-Carondelet Park - Renovation/Demo/Site Remediation		
	189,656	
		189,656
FAIRGROUND PARK SUBACCOUNT (FUND 1207)		
Playground Replacement		
	138,160	
		138,160
O'FALLON PARK SUBACCOUNT (FUND 1207)		
Restroom Roof Replacement	134,392	
		134,392
WILLMORE PARK SUBACCOUNT (FUND 1207)		
Lake Repairs - water canon & water main		
	113,040	
		113,040
Total Uses of Funds		**1,256,000**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

EXHIBIT L
FY2027 CAPITAL BUDGET
METRO PARKS 3/16 CENT - NEIGHBORHOOD PARKS ACCOUNT (FUND 1207)

SOURCES OF FUNDS:		
Metro Parks Sales Tax - 3/16 Cent	1,884,000	
Beginning Balance	-	
Total Funds Available for Appropriation		**1,884,000**
USES OF FUNDS: Metro Parks Sales Tax		
2014 PARKS IMPROVEMENT BONDS DEBT SERVICE AND PARK CAPITAL PROJECTS AND MAINTENANCE		
Debt Service On 2014 Park Improvement Bonds	764,000	
Park Improvements	-	
		764,000
OTHER IMPROVEMENTS		
To Be Determined By Parks Committee	1,120,000	
		1,120,000
Total Uses of Funds		**1,884,000**
ESTIMATED YEAR END SURPLUS (DEFICIT)		**$0**

INDEX

110 Board of Aldermen 1
120 Mayor's Office 3
121 St. Louis Agency on Training and Employment 209,220, 240, 241
123 Personnel Department 5, 137, 300
123 City Employee Pension Trust Fund 138
124 Register 7
126 Civil Rights Enforcement Agency 9
127 Information Technology Services Agency 11
137 Budget Division 13
139 City Counselor 15, 139, 142, 186, 240, 280
139 City Counselor – Affirmative Litigation 109
141 Planning and Urban Design 17, 211, 243
142 Community Development Administration 141, 213, 244, 246, 252, 254
143 Affordable Housing Commission 110
160 Comptroller 19, 143, 214, 215, 236, 237, 238, 249
160 Comptroller – Gateway Transportation Center 142
160 Convention and Tourism Fund 182
162 Municipal Garage 21
163 Records Retention 23
170 Supply Commissioner 24
171 Printing Services 26
172 Mailroom 298
180 Assessor 184
190 City Wide Accounts 27, 179, 216, 290
210 Director of Parks, Recreation and Forestry 28, 145, 146, 150, 191, 194
210 Director PRF – Lafayette Square Park fund 147
210 Dir. Of Parks, 1/8 cent Sales Tax Fund 191
210 Dir. Of Parks – Neighborhood Park Fund 195
213 Recreation Division 30, 195, 221, 248
214 Forestry Division 32, 112, 149, 147, 281
215 Operation Brightside 249
220 Parks Division 34
220 Parks Division – Downtown Vending District 151
220 Parks Division – Barnes/City Trust 202
225 Soulard Market 36
250 Tower Grove Park 38
311 Circuit Court 39
312 Circuit Attorney 41, 187, 222, 281
312 Circuit Attorney (Training Fund) 152
312 Circuit Attorney (Tax Section) 153
312 Circuit Attorney (Child Support Unit) 155
315 Sheriff 43
316 City Courts 45
318 Public Administer 47, 157
320 Juvenile Court 48, 158
321 Treatment Court 50
330 Tax Equalization Board 51

331 Convention & Sports Facility 182
333 Recorder of Deeds 52
334 Board of Election Commissioners 53
335 Medical Examiner 55
340 Treasurer 57, 159
401 Communication Division 106, 108
415 Water Division 292
420 Airport Authority 295
510 Director of Streets 59, 161, 189
511 Traffic and Lighting Division 60
513 Auto Towing and Storage 62
514 Street Division 64, 66, 162, 190
516 Refuse Division 67, 70, 113, 163
520 Port Authority 164
610 Director of Public Safety 71, 203, 224, 284
611 Fire Department 73, 165, 180, 223
611 Fire Department – Public Safety Sales Tax – FY09 Salary Increase 204
612 Firefighter's Pension Systems 76, 114
612 Firemen Public Safety Pension Trust 205, 226
616 Excise Division 78
619 Office of Violence Prevention 115
620 Building Commissioner 79, 250, 255
620 Building Commissioner – Housing Conservation Districts 117
620 Building Commissioner – Building Demolition and Board up 168, 227
620 Building Commissioner – Code Enforcement Lead Remediation 166
620 Building Commissioner – Vacant Building Registration 169
622 Neighborhood Stabilization Program 81
625 City Emergency Management Agency 83, 217, 285
633 City Justice Center 85, 171, 172
635 Civilian Oversight Board 87
650 Police Department 89, 105, 119, 173, 188, 229, 230, 231, 286, 291
650 Police Department – Public Safety Sales Tax- FY09 Salary Increase 206
650 Police Department – Public Safety Sales Tax New Officers 228
650 Police Department – City Marshals 92
650 Police Department – Park Rangers 93
651 Police Retirement System 94, 120
651 Police Pension – Public Safety Pension Trust 208, 230
700 Director of Health and Hospitals 121, 174, 177, 257, 259
700002 Health Care Trust 123
700019 Inmate Medical 125, 260
710 Health Commissioner 126, 261
711 Communicable Disease Control 127, 263
714 Animal Care & Control 129
715 Environmental Health Service 131, 270
719 Family/Community/School Health 133, 256, 272
800 Director of Human Services 95, 135, 176, 219, 231, 251, 275
900 President, Board of Public Service 97
903 Facilities Management 99, 218, 301
910 Equipment Services Division 101, 299, 303
914 Office of Special Events 103
930 Soldier's Memorial Building 104

Exhibit A – FY2027 Capital Budget..... 305
Exhibit B – Citywide Account (1205) 306
Exhibit C – Citywide Account (1208) 308
Exhibit D – Major Parks (1208)..... 307
Exhibit E – Recreation Centers (1208) 310
Exhibit F – Police Department (1208) 311
Exhibit G – Engineering, Design & Administration (1208) 312
Exhibit H – Ward Improvements (1208) 313
Exhibit I – Metro Parks - Major Parks (1207) 314
Exhibit J – Metro Parks –- Neighborhood Parks (1207)..... 315
Exhibit K – Metro Parks – 3/16 Cent Major Parks (1207) 316
Exhibit L – Metro Parks – 3/16 Cent - Neighborhood Parks (1207) 317

Summary
Board Bill Number 12
Introduced by Alderman Rasheen Aldridge Jr.
May 1, 2026

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing Ordinance 71963; allocating certain other employees to a grade with rate; and including an emergency clause. This ordinance shall be in full force and effect from and after June 14, 2026 and shall remain in effect until amended or repealed by the Board of Aldermen.

BOARD BILL NUMBER 12 INTRODUCED BY ALDERMAN RASHEEN ALDRIDGE

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing Ordinance 71963; allocating certain other employees to a grade with rate; and including an emergency clause. This ordinance shall be in full force and effect from and after June 14, 2026 and shall remain in effect until amended or repealed by the Board of Aldermen.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION 1. Alphabetical List Of Classes.

A. Beginning with the effective date of this ordinance, the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

TITLE	CODE	GRADE/ SCHEDULE			OVTM
Abatement and Exemption Analyst		1424	210	G	3
Account Technician		1142	203	G	3
Accountant I		1442	210	G	2
Accountant II		1444	212	G	1
Accounting Manager		1446	217	M	1
Accounting Officer		1447	214	M	1
Accounting Supervisor		1443	213	M	1

Administrative Assistant I	1621	205	G	3
Administrative Assistant II	1622	208	G	3
Administrative Assistant III	1623	211	M	1
Administrative Assistant to the Mayor	1721	208	G	1
Air Pollution Inspector	3922	205	G	3
Airfield Maintenance Foreman	3322	208	G	3
Airfield Maintenance Supervisor	1638	210	M	2
Airfield Maintenance Worker	3324	205	G	3
Airfield Maintenance Worker (Lead)	3327	207	G	3
Airfield Operations Specialist	1631	208	G	3
Airfield Operations Specialist (Lead)	1635	210	G	3
Airfield Painter/Maintenance Worker	3247	206	T	3
Airfield Painter/Maintenance Worker (Lead)	3248	208	T	3
Airport Assistant Director Air Service and Business Development	1688	222	M	1
Airport Assistant Director Airside Operations	1634	222	M	1
Airport Assistant Director Community Programs	1655	222	M	1
Airport Assistant Director Finance and Accounting	1651	222	M	1
Airport Assistant Director Landside Operations	1633	222	M	1
Airport Assistant Director Planning and Engineering	1653	222	M	1
Airport Building Maintenance Supervisor	1684	208	M	2
Airport Deputy Director Finance and Administration	1686	226	M	1
Airport Deputy Director Operations	1639	226	M	1

Airport Deputy Director Planning and Development	1652	226	M	1
Airport Emergency Preparedness Coordinator	1630	208	G	3
Airport Fleet Maintenance Manager	3273	216	M	1
Airport Operations Supervisor	1636	215	M	2
Airport Planning Manager	1656	219	M	1
Airport Police Captain	2145	214	M	1
Airport Police Chief	2147	220	M	1
Airport Police Lieutenant	2144	212	G	2
Airport Police Officer	2141	207	G	3
Airport Police Sergeant	2143	209	G	3
Airport Power Plant Manager	1687	215	M	1
Airport Properties Division Manager	1654	219	M	1
Airport Properties Inspector	4222	208	G	3
Airport Properties Specialist	1681	211	G	3
Airport Properties Supervisor	1682	213	G	3
Airport Risk Manager	1683	212	G	3
Airport Traffic Officer	2172	205	G	3
Animal Caregiver	2115	201	G	3
Animal Care and Control Officer	2113	204	G	3
Animal Regulation Center Supervisor	2116	208	G	3
Arborist	3654	210	G	1
Architect	4433	212	G	1
Architectural Manager	4434	217	M	1

Assessor	1439	225	M	1
Asset Manager	1486	222	M	1
Assistant Fire Chief	2235	81	F	1
Assistant Mechanical Maintenance Worker	3412	203	G	3
Attorney I	2361	215	G	1
Attorney II	2362	217	G	1
Attorney III	2363	219	G	1
Attorney IV	2367	225	G	1
Attorney Manager	2364	226	M	1
Audit Coordinator	1474	211	G	1
Audit Manager	1475	216	M	1
Audit Supervisor	1473	213	M	1
Auditor	1472	210	G	2
Battalion Fire Chief	2227	77	F	2
Benefits Specialist	1545	207	G	3
Benefits Technician	1541	206	G	3
Billing Supervisor	1192	212	G	3
Blacksmith	3231	210	T	3
Budget Analyst	1461	214	G	3
Budget Analyst II	1462	215	G	3
Budget Director	1468	226	M	1
Budget Manager	1466	217	M	1
Building Inspection Manager I	3856	214	M	1

Building Inspection Manager II	3857	216	M	1
Building Inspection Supervisor	3855	213	G	3
Building Inspector I	3851	209	T	3
Building Inspector II	3852	210	T	3
Building Maintenance and Operations Supervisor	3753	211	G	3
Building Maintenance Worker	3411	203	G	3
Buyer	1223	210	G	3
CAD Technician	4422	203	G	3
Capital Improvement Project Liaison	4344	210	G	3
Carpenter	3211	209	T	3
Carpenter (Lead)	3212	211	T	3
Carpenter Foreman	3213	213	T	3
Chemist	3552	211	G	2
Chemistry Supervisor	3553	214	G	1
Chief Medical Officer	5687	225	M	1
Chief of Staff	1737	230	M	1
Chief Paramedic	5721	219	M	1
Chief Plan Examiner	4233	218	M	1
City Counselor	2368	230	M	1
City Court Administrator	1676	220	M	1
City Court Judge	2369	222	G	1
City Planning Executive	4143	224	M	1
City Register	1661	212	M	1

City Surveyor	4293	213	G	3
Civil Engineer I	4241	213	G	2
Civil Engineer II	4242	215	G	1
Civil Engineer III	4243	217	G	1
Civil Engineer III/Computer Network Coordinator	4244	217	G	1
Civil Engineer Supervisor	4245	218	M	1
Clerical Supervisor	1115	207	G	3
Client Service Coordinator I	6147	205	G	3
Client Service Coordinator II	6148	208	G	3
Commissioner of Buildings	3858	226	M	1
Commissioner of Civilian Oversight	2179	219	M	1
Commissioner of Communications	1811	220	M	1
Commissioner of Community Mediation	2389	219	M	1
Commissioner of Corrections	2373	226	M	1
Commissioner of Emergency Management	2181	220	M	1
Commissioner of Equipment Services	3277	224	M	1
Commissioner of Excise	2193	220	M	1
Commissioner of Facilities Management	3755	224	M	1
Commissioner of Forestry	3644	224	M	1
Commissioner of Health	5688	229	M	1
Commissioner of Parks	3645	224	M	1
Commissioner of Recreation	7137	224	M	1
Commissioner of Refuse	3135	224	M	1

1	Commissioner of Streets		4248	224	M	1
2	Commissioner of Supply	1229	221	M	1	
3	Commissioner of Towing	3349	220	M	1	
4	Commissioner of Traffic		4283	224	M	1
5	Commissioner of Violence Prevention		2153	226	M	1
6	Commissioner of Water		4329	226	M	1
7	Commissioner on the Disabled		6163	220	M	1
8	Communications Center Coordinator		2161	212	G	3
9	Communications Equipment Installer		1869	204	T	3
10	Communications Service Center Manager		1865	220	M	1
11	Communications Service Center Specialist I		1861	209	G	3
12	Communications Service Center Specialist II		1862	211	G	3
13	Communications Service Center Supervisor		1864	215	M	1
14	Community Development Planner I		4121	211	G	3
15	Community Development Planner II		4122	212	G	3
16	Community Development Planner III		4126	213	G	1
17	Community Development Research Analyst		4184	213	G	3
18	Community Development Specialist		4124	210	G	3
19	Community Development Supervisor		4127	215	M	1
20	Community Health Worker		5624	203	G	3
21	Community Program Aide		6171	203	G	3
22	Comptroller		1489	2	E	1
23	Concrete Finisher		3283	207	T	3

Construction and Maintenance Manager	3759	219	M	1
Construction Equipment Foreman I	3334	212	T	3
Construction Equipment Foreman II	3335	213	T	3
Construction Equipment Operator I	3332	209	T	3
Construction Equipment Operator II	3333	210	T	3
Construction Project Leader	4346	215	G	3
Contract Compliance Officer	1662	211	G	2
Contract Specialist	1663	208	G	3
Contract Supervisor	1664	213	G	3
Contract Supervisor for the Comptroller	1665	215	M	1
Correctional Case Worker	2337	204	G	3
Correctional Chief of Security	2338	212	M	1
Correctional Classification Assistant	2333	203	G	3
Correctional Investigator	2339	203	G	3
Correctional Officer I	2331	205	G	3
Correctional Officer II	2332	206	G	3
Correctional Program Manager	2374	213	M	1
Correctional Shift Supervisor	2335	208	G	3
Correctional Training Coordinator	2381	208	G	2
Correctional Training Officer	2384	207	G	3
Correctional Unit Manager	2375	212	M	1
Court Room Clerk	1118	202	G	3
Court Room Clerk Coordinator	1119	203	G	3

Cultural Resources Director	1674	219	M	1
Custodian	3711	202	G	3
Custodian (Lead)	3712	203	G	3
Customer Service Manager	1189	215	M	1
Customer Service Representative I	1116	203	G	3
Customer Service Representative II	1117	204	G	3
Customer Service Supervisor	1185	206	M	2
Data Entry Supervisor	1315	206	G	3
Data Processing Manager	1365	221	M	1
Deputy Airport Police Chief	2146	217	M	1
Deputy Assessor	1435	221	M	1
Deputy Budget Director	1467	220	M	1
Deputy Chief Paramedic	5724	216	M	1
Deputy City Counselor	2366	228	M	1
Deputy City Engineer	4316	228	M	1
Deputy Commissioner of Buildings	3859	224	M	1
Deputy Commissioner of Corrections	2376	224	M	1
Deputy Commissioner of Equipment Services	3275	219	M	1
Deputy Commissioner of Refuse	3134	219	M	1
Deputy Commissioner of Supply	1228	218	M	1
Deputy Comptroller	1488	228	M	1
Deputy Director of Civil Rights Enforcement Agency	6138	215	M	1
Deputy Director of Employment and Training	6228	221	M	1

Deputy Director of Human Services	6168	225	M	1
Deputy Director of Personnel	1528	226	M	1
Deputy Director of Planning and Urban Design	4188	224	M	1
Deputy Director of Public Safety	2152	227	M	1
Deputy Fire Chief	2231	78	F	1
Desktop Support Specialist	1328	206	G	3
Detention Center Superintendent	2371	221	M	1
Digital/Printing Press Operator	2412	201	T	3
Director of Airports	1658	230	M	1
Director of Civil Rights Enforcement Agency	6139	219	M	1
Director of Community Development	4144	228	M	1
Director of Employment and Training	6229	225	M	1
Director of Health and Hospitals	5589	229	M	1
Director of Human Services	6169	226	M	1
Director of Information Technology	1367	229	M	1
Director of Parks, Recreation and Forestry	3649	228	M	1
Director of Personnel	1529	228	M	1
Director of Planning and Urban Design	4186	227	M	1
Director of Public Safety	2151	228	M	1
Director of Public Utilities	4349	229	M	1
Director of Streets	4249	229	M	1
Disabled Services Representative	6173	203	G	3
Document Specialist	5643	202	G	3

Electrical Engineer	4261	215	G	1
Electrical Engineer (Senior)	4262	217	G	1
Electrical Inspection Supervisor	3815	214	G	3
Electrical Inspector I	3811	210	T	3
Electrical Inspector II	3812	211	T	3
Electrical Supervisor	3226	214	M	2
Electrician	3223	212	T	3
Electrician (Lead)	3224	213	T	3
Electrician Foreman	3225	215	T	3
Electronic Control Systems Technician	3442	208	T	3
Electronic Instrument Technician	3443	208	T	3
Electronic Technician Supervisor	3444	213	T	3
Emergency Management Specialist	2183	210	G	1
Emergency Management System Technician	2182	207	T	3
Employment and Training Representative	6211	203	G	3
Employment and Training Specialist I	6213	205	G	3
Employment and Training Specialist II	6214	209	G	3
Employment and Training Specialist III	6215	212	G	3
Employment and Training Specialist IV	6218	218	G	1
EMS Communications Supervisor	5723	212	M	2
EMS Dispatcher	5731	206	G	3
EMS Inventory Supervisor	5722	205	G	3
EMS Lead Dispatcher	5732	208	G	3

EMS Training Specialist	5719	210	G	3
EMT (Emergency Medical Technician)	5714	206	G	4
Engineering Manager I	4312	220	M	1
Engineering Manager II	4313	221	M	1
Engineering Technician	4225	208	G	3
Engineering Technician Supervisor	4226	211	M	2
Environmental Court Coordinator	3881	210	M	1
Environmental Engineer	4254	212	G	1
Environmental Health Officer	5622	207	G	3
Environmental Health Supervisor	5638	208	G	2
Environmental Regulatory Compliance and Safety Manager	1659	222	M	1
Epidemiologist	5642	213	G	1
Estimator	4223	205	G	3
Executive Assistant I	1628	213	G	1
Executive Assistant II	1629	216	M	1
Executive Assistant to the Mayor	1725	225	M	1
Executive Director for Development	1728	229	M	1
Executive Director for Operations	1736	229	M	1
Executive Director of the Affordable Housing Commission	1722	222	M	1
Executive Director of the Criminal Justice Coordinating Council	2388	216	M	1

Executive Secretary to the Comptroller	1136	210	G	2
Executive Secretary to the Mayor	1727	226	M	1
Facilities Maintenance Worker	3419	205	T	3
Financial Analyst	1482	212	G	1
Financial Supervisor/Information Systems Coordinator	1484	213	M	1
Financial/IT Business Analyst	1483	213	G	1
Fire Alarm Manager	2216	74	F	1
Fire Captain	2226	72	F	3
Fire Commissioner	2239	83	F	1
Fire Equipment Dispatcher	2212	69	F	3
Fire Private	2222	69	F	3
First Assistant Comptroller	1487	225	M	1
Fiscal Manager	1448	219	M	1
Fiscal Officer I	1492	213	G	1
Fiscal Officer II	1493	216	G	1
Fiscal Operations Support Manager	1491	222	M	1
Fleet Body Repair Specialist	3288	205	T	3
Fleet Maintenance Foreman I	3266	211	T	3
Fleet Maintenance Foreman II	3267	212	T	3
Fleet Maintenance Manager	3274	216	M	1
Fleet Maintenance Parts Specialist	3287	204	T	3
Fleet Maintenance Parts Supervisor	3284	207	T	3
Fleet Maintenance Technician I	3261	206	T	3

Fleet Maintenance Technician II	3262	208	T	3
Fleet Maintenance Technician III	3263	209	T	3
Fleet Maintenance Technician IV	3265	210	T	3
Food Establishment Inspector	5631	205	G	3
Forestry Foreman	3641	207	G	3
Forestry Supervisor	3622	211	G	3
Gardener	3632	205	G	3
Gardener Supervisor	3633	206	G	3
GIS Specialist I/Graphic Designer	4111	209	G	3
GIS Specialist II/Graphic Designer	4112	211	G	3
GIS/Graphic Design Manager	4113	213	M	1
GIS Systems Manager	1361	218	M	1
Government Services Administrator	1627	218	M	1
Government Services Analyst	1625	214	G	1
Grants Administrator	1453	210	G	1
Grants Manager	1455	216	M	1
Graphic Arts Technician	4187	210	T	3
Graphic Designer	4182	208	G	3
Health Care Compliance Specialist	5515	208	G	3
Health Education Planner	5696	208	G	3
Health Marketing Administrator	5685	214	G	1
Health Planning Executive	5571	217	M	1
Health Services Manager I	5681	217	M	1

Health Services Manager II	5682	219	M	1
Heavy Equipment Operator I	3325	208	G	3
Heavy Equipment Operator II	3326	209	G	3
Historic Preservation Planner I	4192	206	G	3
Historic Preservation Planner II	4193	208	G	3
Housekeeping Manager	3719	208	M	2
Housekeeping Supervisor I	3715	204	G	3
Housekeeping Supervisor II	3716	206	G	3
Housing Development Analyst	4125	209	G	3
Housing Development Analyst (Senior)	4128	211	G	3
HRIS Analyst	1512	213	G	1
HRIS and Records Management Manager	1525	222	M	1
Human Relations Specialist	6131	208	G	3
Human Resources Analyst Classification and Compensation	1511	211	G	3
Human Resources Analyst (Senior) Classification and Compensation	1513	213	G	3
Human Resources Generalist	1518	210	G	3
Human Resources Generalist (Senior)	1519	211	G	3
Human Resources Manager	1523	221	M	1
Human Resources Manager Classification and Compensation	1526	222	M	1
Human Resources Manager (Senior)	1524	222	M	1

Human Resources Specialist	1514	210	G	3
Human Resources Specialist (Senior)	1515	212	G	3
Human Resources Supervisor	1516	215	G	1
HVAC Foreman	3418	212	T	3
HVAC Mechanic	3417	210	T	3
Information Security Administrator	1369	217	G	1
Information Systems Administrator	1362	225	M	1
Information Systems Coordinator	1322	206	G	3
Information Systems Support Manager	1363	222	M	1
Internet Services Manager	1368	219	M	1
Inventory Control Technician	1212	202	G	3
Inventory Coordinator	1215	203	G	3
Inventory Supervisor	1213	204	G	3
IT Operations Specialist I	1323	204	G	3
IT Operations Specialist II	1324	205	G	3
IT Operations Supervisor	1327	208	G	3
Labor Foreman I	3121	206	G	3
Labor Foreman II	3125	208	G	3
Labor Supervisor	3128	210	M	2
Laboratory Director	3555	218	M	1
Laboratory Supervisor	5463	215	M	1
Laboratory Technician	3554	206	G	3
Laborer	3111	202	G	3

Landscape Supervisor	3634	208	G	3
Lead Abatement Inspector	5626	205	G	3
Lead Abatement Worker	5625	203	G	3
Lead Abatement Worker (Lead)	5627	204	G	3
Legal Assistant	1151	203	G	3
Legal Investigator I	2351	206	G	3
Legal Investigator II	2352	209	G	3
Licensed Practical Nurse	5181	207	G	3
Lifeguard	7111	201	G	3
Lifeguard Supervisor	7112	202	G	3
Liquor Control Officer	2191	203	G	3
Liquor Control Supervisor	2192	208	G	3
Locksmith	3416	206	T	3
Machine Shop Foreman	3238	209	T	3
Machinist	3233	207	T	3
Mail Services Associate	1181	201	G	3
Mail Services Supervisor	1186	208	G	3
Mayor	1739	3	E	1
Mechanical Engineer	4271	212	G	1
Mechanical Engineer (Senior)	4272	214	G	1
Mechanical Equipment Inspection Supervisor	3845	212	M	1
Mechanical Inspector I	3841	207	T	3
Mechanical Inspector II	3843	210	T	3

Mechanical Maintenance Foreman	3415	209	T	3
Mechanical Maintenance Worker	3413	207	T	3
Medical Service Coordinator	6149	210	G	3
Medical Technologist	5461	208	G	3
Medical Technologist (Lead)	5462	210	G	3
Municipal Parking Garage Manager	3133	211	M	1
Neighborhood Development Executive	3872	216	M	1
Neighborhood Improvement Specialist	3871	208	G	3
Neighborhood Improvement Supervisor	3873	210	G	3
Network Systems Manager	1364	222	M	1
Nurse Practitioner	5131	214	G	1
Nutrition Program Coordinator	5664	208	G	2
Office Assistant I	1122	201	G	3
Office Assistant II	1111	202	G	3
Office Assistant III	1132	203	G	3
Painter	3242	209	T	3
Painter (Lead)	3243	211	T	3
Painter Foreman	3245	213	T	3
Paralegal	2365	209	G	3
Paralegal Supervisor	2385	211	G	3
Paramedic	5717	209	G	4
Paramedic Crew Chief	5718	211	G	4
Paramedic Supervisor	5716	213	G	4

Park Facilities Maintenance Superintendent	3617	216	M	1
Park Maintenance Manager	3618	213	M	1
Park Ranger	2132	206	G	3
Park Ranger Supervisor	2133	208	G	3
Park Supervisor I	3612	210	G	3
Park Supervisor II	3613	211	G	3
Parking Garage Attendant	3114	202	G	3
Parking Garage Attendant (Lead)	3115	203	G	3
Parkkeeper	3611	204	G	3
Parole and Probation Officer	2321	205	G	3
Parole and Probation Supervisor	2324	210	M	1
Payroll Coordinator	1174	210	G	3
Payroll Manager	1449	216	M	1
Payroll Specialist	1172	208	G	3
Payroll Supervisor	1173	212	G	3
Permit Supervisor	1673	211	M	1
Personal Property Appraisal Manager	1415	215	M	1
Personal Property Appraisal Supervisor	1413	210	M	2
Personal Property Appraiser I	1411	207	G	3
Personal Property Appraiser II	1412	208	G	3
Pest Control Worker	5699	203	G	3
Physician	5553	220	G	1
Pipefitter	3254	210	T	3

Plan Examiner	4232	212	G	2
Plant Maintenance Engineer	4347	214	G	1
Plumber	3251	211	T	3
Plumber Foreman	3253	214	T	3
Plumbing Inspection Supervisor	3824	215	M	1
Plumbing Inspector I	3821	209	T	3
Plumbing Inspector II	3822	212	T	3
President, Board of Aldermen	1748	1	E	1
President, Board of Public Service	4348	229	M	1
Printing and Duplicating Graphics Manager	2413	210	M	1
Printing Supervisor	2414	205	G	3
Probationary Fire Equipment Dispatcher	2211	69	F	3
Probationary Fire Private	2221	69	F	3
Process Control Specialist	4265	210	G	2
Procurement Specialist	1225	208	G	3
Procurement/Purchasing Manager I	1226	214	M	1
Procurement/Purchasing Manager II	1227	216	M	1
Program Coordinator	1698	208	G	3
Program Manager I	1693	213	M	1
Program Manager II	1694	214	M	1
Program Specialist I	1696	203	G	3
Program Specialist II	1691	204	G	3
Program Supervisor	1692	205	G	3

Program Worker	7312	201	G	3
Public Health Education Coordinator	5648	211	G	2
Public Health Educator	5695	211	G	3
Public Health Intake Supervisor	5646	211	G	2
Public Health Intake Worker	5647	203	G	3
Public Health Nurse I	5651	208	G	3
Public Health Nurse II	5653	211	G	3
Public Health Nurse III	5654	214	G	2
Public Health Nursing Supervisor	5655	216	M	1
Public Health Program Representative	5693	205	G	3
Public Health Program Specialist	5691	209	G	3
Public Health Program Supervisor	5694	211	G	2
Public Information Manager	1617	220	M	1
Public Information Officer I	1614	208	G	2
Public Information Officer II	1615	212	G	1
Public Information Officer Supervisor	1616	214	M	1
Public Information Officer to the Comptroller	1618	211	G	1
Public Information Officer to the Mayor	1613	215	G	1
Public Nuisance Inspector	3861	202	G	3
Public Safety Dispatcher I	2175	205	G	3
Public Safety Dispatcher II	2176	206	G	3
Public Safety Dispatcher III	2177	207	G	3
Public Safety Specialist	2136	210	G	1

Real Estate Records Manager	1426	208	M	1
Real Estate Records Technician	1668	203	G	3
Real Estate Specialist	1667	206	G	3
Real Property Appraisal Manager	1429	216	M	1
Real Property Appraisal Supervisor I	1428	212	M	1
Real Property Appraisal Supervisor II	1427	214	M	1
Real Property Appraiser I	1421	206	G	3
Real Property Appraiser II	1422	209	G	3
Receptionist to the Mayor	1162	201	G	3
Records Retention Supervisor	1187	208	G	3
Recreation Area Manager	7118	213	M	1
Recreation Assistant	7116	201	G	3
Recreation Leader	7117	202	G	3
Recreation Supervisor I	7114	207	G	3
Recreation Supervisor II	7115	209	M	2
Refuse Route and Safety Coordinator	3931	204	G	3
Refuse Superintendent	3131	218	M	1
Registered Nurse I	5121	208	G	3
Registered Nurse II	5122	211	G	3
Research Analyst to the Mayor	1729	215	G	1
Safety Officer I	1531	206	G	3
Safety Officer II	1532	208	G	3
Safety Officer III	1533	210	G	3

School Crossing Guard	2174	204	G	3
Second Assistant Comptroller	1485	225	M	1
Secretary to the Board of Estimate and Apportionment	1137	206	G	3
Secretary to the Board of Public Service	1671	208	M	1
Security Officer	2131	203	G	3
Senior Fire Equipment Dispatcher	2215	72	F	3
Senior Plan Examiner	4234	214	G	1
Senior Plan Examiner/Code Development Specialist	4235	216	G	1
Software Developer I	1341	211	G	2
Software Developer II	1342	214	G	2
Software Developer III	1343	217	G	2
Software Specialist I	1331	209	G	2
Software Specialist II	1332	210	G	2
Solid Waste Route Foreman	3127	208	G	3
Soulard Market Manager	3757	210	M	1
Special Assistant for Development	1724	217	M	1
Special Assistant to the Comptroller	1672	215	G	1
Special Assistant to the Mayor	1723	217	G	1
Special Assistant to the Water Commissioner	3538	217	M	1
Special Events Program Executive	1697	219	M	1
Specialist on Aging	6122	208	G	3
Stationary Engineer	3423	210	T	3
Street and Traffic Inspection Supervisor	3956	208	M	1

Street and Traffic Inspector	3954	205	G	3
Street and Traffic Liaison	1643	208	M	1
Street Lighting Superintendent	3229	218	M	1
Street Maintenance Superintendent	3132	218	M	1
Superintendent of Soldiers' Memorial	3756	210	M	1
Supervising Stationary Engineer	3428	212	M	2
Supervisor-STD Intervention and Outreach Program	5649	210	M	2
Survey Projects Coordinator	4246	210	G	1
Systems Analyst	1351	214	G	2
Systems Analyst Senior	1353	217	G	1
Systems Development Manager	1366	223	M	1
Systems Development Specialist	1355	218	G	2
Systems Project Leader	1352	220	M	1
Technical Support Specialist	1372	214	G	3
Telecommunications Inspector	1824	209	G	3
Telecommunications Maintenance Supervisor	1854	209	G	3
Telecommunications Specialist	1853	210	G	3
Telecommunications Supervisor	2173	209	G	3
Telecommunications Technician	1855	204	G	3
Telecommunicator	2171	208	G	3
Tow Truck Operator	3311	208	G	3
Towing Services Foreman	3313	209	G	3
Towing Services Supervisor	3314	211	M	2

Trades Helper	3281	203	T	3
Traffic Control Supervisor	3439	208	M	3
Traffic Engineer	4281	214	G	1
Traffic Engineer (Senior)	4282	216	G	1
Traffic Engineering Manager	4284	220	M	1
Transportation Center Operations Specialist	3752	202	G	3
Transportation Center Operations Supervisor	3751	213	M	1
Tree Trimmer I	3621	204	G	3
Tree Trimmer II	3623	205	G	3
Urban Designer	4185	209	G	3
Urban Forester	3652	209	G	2
Urban Forestry Assistant	3651	203	G	3
Urban Forestry Superintendent	3656	216	M	1
Utility Worker I	3117	206	G	3
Utility Worker II	3118	207	G	3
Utility Worker III	3119	208	G	3
Veterinarian	2119	215	G	1
Veterinarian Technician	2118	204	G	3
Video Engineer	1823	212	T	3
Video Production Manager	1812	213	M	1
Video Production Specialist	1822	207	T	3
Video Production Supervisor	1821	210	T	3
Water Distribution Executive	4314	223	M	1

Water Distribution Superintendent	3535	218	M	1
Water Distribution Supervisor	3534	212	M	3
Water Maintenance Foreman	3517	211	G	3
Water Maintenance Technician	3518	206	G	3
Water Meter Worker	3521	205	G	3
Water Meter Worker Supervisor	3522	207	G	3
Water Plant Maintenance Foreman	3543	213	T	3
Water Plant Maintenance Manager	3531	216	M	1
Water Plant Maintenance Mechanic	3541	210	T	3
Water Plant Maintenance Mechanic (Lead)	3542	211	T	3
Water Production Engineer	3536	216	M	1
Water Production Executive	4315	223	M	1
Water Project Manager, Engineering	4342	216	G	1
Water Services Manager	3537	212	M	1
Water Treatment Plant Operator	3515	210	T	3
Water Treatment Plant Supervisor I	3514	212	T	3
Water Treatment Plant Supervisor II	3519	213	T	3
Web Development Specialist I	1345	208	G	2
Web Development Specialist II	1346	212	G	2
Welder	3235	207	T	3
Workers Compensation Specialist	1543	208	G	3
Zoning Administrator	4165	216	M	1
Zoning Inspector	4163	203	G	3

Zoning Specialist	4162	206	G	3
Zoning Specialist (Lead)	4164	207	G	3

SECTION 2. Official pay schedule for classification grades.

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) – General, Management, and Trades Schedule, (b) - Fire Division Schedule, and (c) - Elected Official Schedule.

The official pay schedules hereby adopted have been determined to constitute fair and equitable rates of pay. Due consideration has been given to both the employees and the taxpayers in adopting the official pay schedules. In setting these official pay schedules, the principle of like pay for like work, and suitable differences in pay for differences in work, has been duly observed.

(a) GENERAL, MANAGEMENT, AND TRADES PAY SCHEDULE:

(1) The following bi-weekly pay schedule is for all pay grades denoted with the suffix "G," "M," or “T”.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	Minimum	Maximum
201	1296	1944
202	1361	2041
203	1429	2143
204	1500	2250
205	1575	2363

1	206	1654	2481
2	207	1737	2605
3	208	1824	2735
4	209	1915	2872
5	210	2011	3016
6	211	2111	3167
7	212	2217	3325
8	213	2327	3491
9	214	2444	3666
10	215	2566	3849
11	216	2694	4041
12	217	2829	4244
13	218	2970	4456
14	219	3119	4678
15	220	3275	4912
16	221	3439	5158
17	222	3611	5416
18	223	3791	5687
19	224	3981	5971
20	225	4180	6270
21	226	4389	6583
22	227	4608	6912
23	228	4839	7258

229	5080	7621
230	5335	8002

(b) FIRE DIVISION PAY SCHEDULE:

The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Division Pay Schedule in effect. The following bi-weekly pay schedule is for all pay grades denoted with the suffix "F".

FIRE BI-WEEKLY RANGE OF PAY

	Class Codes							
	2211	**2212**	**2215**	**2216**	**2227**	**2231**	**2235**	**2239**
	2221	**2222**	**2226**					
Current Years of Service	**69F**	**69F**	**72F**	**74F**	**77F**	**78F**	**81F**	**83F**
0	2343							
1		2407						
2		2468						
3		2579						
4		2635						
5		2705						
6		2778						
7		2915	3524					
8		3014	3648					
9		3115	3774	4100				
10		3125	3784	4109				

11	3212	3863	4193	4532			
12	3222	3871	4202	4540	4646	4859	5656
13	3232	3880	4211	4549	4785	4997	5674
14	3240	3889	4220	4559	4793	5007	5693
15	3250	3899	4229	4568	4803	5015	5710
16	3259	3907	4237	4577	4811	5025	5728
17	3268	3917	4248	4586	4821	5033	5747
18	3277	3926	4260	4595	4831	5042	5765
19	3286	3934	4265	4604	4839	5052	5783
20	3295	3944	4275	4614	4848	5061	5802

(c) ELECTED OFFICIAL PAY SCHEDULE:

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect and extends through the term of office for each elected official:

GRADE	BI-WEEKLY RATE
1E	$3596
2E	$4714
3E	$5540

(2) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," shall become effective beginning with any term of office starting after the effective date of this ordinance:

GRADE	BI-WEEKLY RATE
1E	$3929
2E	$4855

3E $5706

(d) BOARD AND COMMISSION STIPENDS:

Title	Code	Stipend
Member, Building Energy Improvement Board	1979-00-B	$50 per meeting
Member, Airport Commission	1980-00-B	$53 per meeting, up to 24 meetings a year
Member, Board of Adjustment	1981-00-B	$75 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	$60 per meeting
Member, Board of Equalization	1983-00-B	$150 per day
Member, Board of Engineers	1984-00-B	$45 per meeting, up to 2 meetings a week
Member, Board of Examiners of Plumbers	1985-00-B	$60 per month
Member, Board of Examiners of Fumigators	1986-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors	1987-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Tax Appeals	1988-00-B	$60 per meeting
Member, Civil Service Commission	1989-00-B	$55 per meeting up to 30 meetings a year

Member, Board of Building Appeals	1990-00-B	$60 per meeting, up to 50 meetings a year
Member, Board of Building Code Review	1991-00-B	$60 per meeting, up to 1 meeting a week
Member, Boiler Rules Committee	1992-00-B	$45 per meeting
Member, Committee of Electrical Examiners	1993-00-B	$45 per meeting, up to 15 meetings a year
Member, Committee on Plumbing Review	1994-00-B	$45 per meeting, up to 15 meetings a year
Member, Demolition Contractors' Certification Board	1995-00-B	$45 per meeting, up to 15 meetings a year
Member, Board of Merchants' and Manufacturers' Tax Equalization	1996-00-B	$83 per day in session, up to 60 meetings during regular 12 week session, but not to exceed 105 meetings a year
Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per day, per meeting or per month rate established above.

(e) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute a promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee in Section 2(a) to be eligible for shift differential compensation, the employee must work a shift that requires the completion of four (4) hours of work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive shift differential if they are regularly scheduled to work at least four (4) hours between 4:00 p.m. and 8:00 a.m. the following morning. Employees shall be entitled to receive shift differential compensation for no more than one shift worked between the hours of 4:00 p.m. and 8:00 a.m. Employees who are assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) the shift differential premium shall be one percent (1%) of the employee's base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

An employee whose pay range is established in Section 2(a) shall receive shift differential for working a portion of an eligible shift, provided the portion of the shift not worked is charged

to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour shall not be counted toward the payment of the differential.

(2) For those employees whose pay range is established in Section 2(b), the shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly assigned 24-hour shift to be eligible for any shift differential for the shift. Such employees shall not receive shift differential for overtime worked, which is not part of their regular schedule. This provision will not go into effect until shift differential is agreed upon by the Director of Personnel and the Union (Local 73) in writing.

Except shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment Dispatcher classifications whose pay range is established in Section 2(b).

(3) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(f) WEEKEND DIFFERENTIAL: When employees whose pay range is established in Section 2(a) work on a Saturday and/or a Sunday they shall be eligible for weekend differential. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend differential when it is part of their regularly scheduled work hours. This differential shall be one percent (1%) of an employee's base bi-weekly rate. An employee shall receive weekend differential for working any portion of an eligible day. This differential shall only be paid for full hours worked. Weekend differential shall not be paid to employees compensated on an hourly or

per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(g) COMMUTING ALLOWANCE: Employees residing within the corporate limits of the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of one hundred eighty dollars ($180.00) bi-weekly on the effective date of this ordinance. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting. City employees who are temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis shall be entitled to a per diem rate for the duration of the assignment. No employee living outside of the corporate limits of the City of St. Louis shall receive a commuting allowance.

A period of absence of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee shall immediately be eligible to resume receiving commuting allowance, reduced in proportion to the time the employee did not work due to absence.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate limits of the City of St. Louis to the work site and back shall not be entitled to the commuting allowance.

(h) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating similar employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except that an appointing authority, with the prior approval of the Director of Personnel, and when sufficient funds have been appropriated for the fiscal year, may establish a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly rate employees who would be entitled to employee benefits.

(i) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(j) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be available for a call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(j) may include reasonable minimum pay guarantees for employees required to return to the work site

to perform emergency duties. The provisions of this Section 2(j) shall not be construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(k) The Director of Personnel may authorize payment of special recruitment incentives, travel, moving and related expenses to recruit employees for positions when funds for this purpose are appropriated.

(l) The Director of Personnel may approve the payment of hiring incentives to current employees to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the position for which the recruitment is made.

(m) (1) An appointing authority, with the prior approval of the Director of Personnel, may establish cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity or effectiveness. The incentives offered may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose.

(2) The Director of Personnel, upon the request of the appropriate appointing authority, may establish a program of cash awards or other incentives, not to exceed ten percent (10%) of annual salary, paid as an addition to pay, for the purpose of providing additional compensation for employees who are fluent in a foreign language and who use this skill in the necessary and regular recurring performance of the duties of their position. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a

general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel.

(3) Notwithstanding any other provision in this ordinance, the Director of Personnel is authorized to extend the maximum of the pay ranges by up to forty percent (40%) for the purpose of compensating positions which are extremely hard to fill.

(4) The Director of Personnel may provide an Employee Suggestion Program which grants cash and other awards to recognize employee suggestions which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to pay, which does not change an employee's bi-weekly rate. The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(n) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a higher rate than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the prior approval of the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications, registrations or certifications related to the duties of the position and when such academic qualifications, registrations, or certifications are not deemed necessary qualifications for the class of position.

The Director of Personnel may also establish other incentive or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives or reimbursements awarded under such programs do not result in an employee being ruled ineligible for incentives or salary increases permitted under other sections of this pay ordinance.

(o) In skilled trades classes, defined as those that have bona fide apprenticeship programs registered with the Department of Labor or documented attainment of equivalent apprenticeship programs, employees who have completed such apprenticeship programs and attained journeyman status shall be granted the special skills recruitment rate for the class if a special skills recruitment rate exists for the class. Employees in such classes who have completed alternative training programs established and approved by the Director of Personnel, and attained journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a rate exists for the class.

(p) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by employees for the purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted, therefore.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefore, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars ($50.00) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift.

(q) An appointing authority that requires employees to provide and maintain their own tools shall provide a tool replacement program and/or annual maintenance allowance, with the prior approval of the Director of Personnel.

(r) (1) Contingency assignment differential may be paid for certain assignments when immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave, emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment, not to extend more than one pay period. The Director of Personnel will determine the assignments for which Contingency Assignment Differential will be paid. The assignment of an employee to said assignment having a contingency assignment differential will be determined by the appointing authority from an existing eligible list and will not constitute a promotion or advancement in pay. In addition, the removal of an employee from said assignment shall not constitute a demotion or reduction in pay. If an eligible list is not available, an appointing authority may submit to the Director of Personnel the name of the employee being considered for the assignment to determine if they meet the necessary minimum qualifications for the position being considered.

For an employee whose pay range is established in Section 2(a), or 2(b), with the prior approval of the Director of Personnel, the contingency assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly

period worked or one percent (1%) of the employee's regular base bi-weekly rate for each shift assignment covered, not to exceed one (1) pay period.

(2) Temporary assignment differential will be paid for certain assignments when a vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave, etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but not more than thirteen (13) pay periods, and offset by any days that the employee by reason of absence is not fulfilling the assignment. The Director of Personnel will determine the assignments for which the temporary assignment differential will be paid. The assignment or removal of an employee from said assignment having a temporary assignment differential will be determined by the appointing authority and will not constitute a promotion, demotion, advancement, or reduction in pay. The intended employee must meet the minimum qualifications for the position to be assigned. The temporary assignment differential shall be computed as an addition to pay and not affect the employee's regular bi-weekly rate.

For an employee whose pay range is established in Section 2(a) or 2(b), with the prior approval of the Director of Personnel, the temporary assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may require the establishment of a department policy on temporary assignment differential pay and must sign off on the policy prior to authorizing temporary assignment differential.

(s) City employees who are required by their appointing authority to routinely use their personal vehicle in the performance of their duties shall be compensated by receiving a vehicle maintenance and use allowance of two hundred ninety-seven dollars ($297.00) per month. Eligible employees who use their personal vehicle with reduced frequency shall be entitled to a vehicle

maintenance and use allowance which is reduced in proportion to the reduced frequency of use, subject to the approval of the Director of Personnel.

(t) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, parking expenses incurred by employees, when funds have been budgeted, therefore.

(u) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse the cost, in whole or in part, of veterinary care, food, equipment and other essentials as determined by the City for each canine assigned to an employee, when funds have been budgeted, therefore.

SECTION 3. Education Reimbursement.

An appointing authority may, with the prior approval of the Director of Personnel, authorize salary payments, payments of tuition expenses, fees, books and related material in whole or in part to employees to permit them to attend school, visit other governmental agencies or in any approved manner to devote themselves to improvement of knowledge or skills required in the performance of the duties of their position.

The Department of Personnel may reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of their positions or in higher positions, when funds have been allocated in the Department's budget.

An appointing authority, with the approval of the Director of Personnel, may establish a program to reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of the duties of their positions or to improve their professional, technical or managerial knowledge or skill.

SECTION 4. Salary Range Limitations.

No employee in the Classified Service shall be paid at a rate lower than the minimum or higher than the maximum of the salary range established for the class to which his/her position has been allocated, except as otherwise provided in this ordinance.

SECTION 5. Starting Salary.

(a) The rate of pay for an excepted position to be paid upon original appointment to the class shall be determined by the Appointing Authority for the excepted position.

(b) The Appointing Authority may offer an advanced starting salary up to twenty-five percent (25%) above the ordinance minimum of the classification pay range for candidates who meet the minimum qualifications and possess relevant experience, subject to guidelines established by the Director of Personnel.

The Director may establish a recruitment rate for a single position or all positions in a class and authorize employment at an amount above the minimum but within the regular range of salary established for the class. When a recruitment rate is established for an entire class, employees already in such class may have their salaries adjusted to appropriate rates in the new range resulting from the establishment of the recruitment rate.

(c) Employees with permanent status who are eligible for reemployment as determined by the rules of the Department of Personnel shall be reemployed at an appropriate rate within the salary range which takes into consideration the employee's prior service in the position, as determined by the Director of Personnel.

SECTION 6. Promotion, demotion, reallocation, transfer and temporary promotion.

An employee who is transferred, promoted, demoted, or whose position is reallocated after the effective date of this ordinance, shall have his/her rate of pay for the new position determined as follows:

(a) Promotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class with a higher pay grade or a higher starting minimum salary.

(1) When an employee is promoted to a position within the General, Management, and Trades Pay Schedule, the employee's bi-weekly rate of pay shall be increased by five percent (5%) for each pay grade difference between the employee's current classification and the promoted classification. The appointing authority, with the prior approval of the Director of Personnel, may request a rate of pay within the pay range of the new classification based on the employee's qualifications, experience, and the nature and magnitude of the additional duties and responsibilities associated with the promotion. In establishing the rate of pay, the appointing authority and Director of Personnel shall consider that salary determinations are equitable and consistent with similarly situated employees, taking into consideration internal equity, compression, and the overall compensation structure. Documentation supporting the salary determination shall be maintained and made available for review by the Director of Personnel. In no case shall an employee's rate of pay be set below the minimum or above the maximum of the pay range established for the new classification, except as otherwise provided by ordinance.

(2) Temporary Promotion: When an employee, whose salary range is established in Section 2(a), is certified and temporarily promoted to a vacant position, for a limited duration, the employee's current salary shall be adjusted as provided in Paragraph (a)(1) of this Section. Upon

expiration of the temporary promotion, the employee shall be returned to his/her former rate of pay, adjusted by any increases the employee would have received in the absence of the temporary promotion. In no case shall the employee's salary be above the maximum of the salary range, unless otherwise provided for in this ordinance.

Employees whose salary ranges are established in Section 2(b) of this ordinance, upon receipt of a temporary promotion, shall be granted the new rank with a salary adjustment based on appropriate years of service in accordance with procedures established for a regular promotion. At the end of the temporary promotion, the employee shall be returned to the rank held immediately prior to the temporary promotion. The employee's rate of pay shall be based on the appropriate years of service.

(b) Demotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class which has a lower pay grade and a lower starting minimum salary.

(1) If an employee is demoted for disciplinary reasons in accordance with the rules of the Department of Personnel and Civil Service Commission and established disciplinary procedures, his/her rate of pay shall be established at a rate within the range for the new position which is at least five percent (5%) lower than the rate received immediately prior to the demotion, except no employee shall be reduced below the minimum of the range unless otherwise provided for in this ordinance. The amount of the reduction shall be determined by the appointing authority, with the approval of the Director of Personnel.

(2) If an employee accepts a voluntary demotion, his/her current rate of pay shall be reduced within the range for the new position which is five percent (5%) lower than the rate received immediately prior to demotion, except that employees who are in a working test period

and demote to their previous class of position or pay grade, will return to the rate received immediately prior to the promotion, plus any adjustments as otherwise provided in this ordinance. No employee shall be paid less than the minimum nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(3) When an employee is demoted for reasons in the best interest of the City Service as determined by the Director of Personnel, his/her salary may or may not be reduced by reason of the new salary range and grade with the prior approval of the Director of Personnel. If the salary of such employee is above the maximum for the new position, the employee's salary shall not be increased so long as he/she remains in the position, except as otherwise provided by this ordinance.

(c) Reallocation:

(1) If the employee's position is reallocated to a class in a lower pay grade, his/her salary shall remain unchanged provided the employee's rate of pay shall not be reduced.

(2) The salary of an employee whose position is allocated to a class in a higher pay grade shall be determined in accordance with the provisions of this Section 6(a)(1) relating to salary advancement on promotion.

(d) Transfer: The salary rate of an employee who transfers to a different position in the same class, or from a position in one class to a position in another class in the same pay grade, shall remain unchanged, provided that no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(e) Over Maximum: The salary of an employee, which is in excess of the maximum of the range prescribed by this ordinance for the class and grade to which his/her position has been allocated or may be reallocated, shall not be reduced by reason of the new salary range and grade.

The salary of such employee shall not be increased so long as he/she remains in the class of position, except as otherwise provided by this ordinance.

SECTION 7. Salary Adjustment.

Salary adjustments for all employees in competitive positions shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Competitive positions for which salary is established in Section 2(a) – General, Management, and Trades Schedule:

(1) Any employee whose salary is established in Section 2(a) – General, Management, and Trades Pay Schedule, shall receive a service rating in accordance with the Service Rating Manual. The rating together with the standards of performance established in the rating manual shall determine eligibility for a one and one-half percent (1.5%) within-range (merit) increase at intervals as outlined in the Service Rating Manual or other pay regulation(s) as determined by the Director of Personnel. Notwithstanding any other section of the compensation ordinance, all employees in the General, Management, and Trades pay schedule who would be eligible to receive an annual increase as a result of a "Successful" or "Highly Successful" Overall Rating on their regular Service Rating date will receive a one and one-half percent (1.5%) increase regardless of their current rate or place in the pay schedule.

(2) A non-exempt (Overtime Code 3 or 4) employee whose pay is established in Section 2(a) of this ordinance who receives an Overall Rating of "Unsuccessful" as defined by the Service Rating Manual, may have his/her salary reduced as determined by the standards established in the Service Rating Manual, but not less than the minimum of the pay grade range.

(b) As used in this ordinance, "anniversary date" means the date following fifty-two (52) weeks of continuous service from the date of original appointment or from the date of the last salary adjustment, if other than a temporary reduction in pay for disciplinary reasons, a demotion (not for disciplinary reasons) or an across-the-board ordinance increase, an increase resulting from an authorized incentive program, reallocation or an upgrade of the classification concurrent with adoption of the ordinance. Absence from service as a result of any authorized paid leave, suspensions, military leave, or family/medical leave will not interrupt continuous service. Absence from service for any other cause shall result in breaking continuity of service and establishment of a new anniversary date, except as otherwise provided in this ordinance. The Director of Personnel may authorize different anniversary dates for an employee or groups of employees.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 2(a) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

With the prior approval of the Director of Personnel, the appointing authority in accordance with the Service Rating Manual, may advance the salary of an employee who demonstrates exceptional performance of duties after serving twenty-six (26) weeks of employment at the same rate in the salary range by not more than ten percent (10%); this may be in addition to any merit increase received.

(2) Substandard performance of duties:

An appointing authority may reduce the salary of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range as

provided in the Service Rating Manual; providing the employee's salary is above the minimum of the range, established in Section 2(a) and allocated to Overtime Code 3 or Overtime Code 4.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period, as determined by the Director of Personnel, following approval of such salary action.

(d) Competitive positions for which salary is established in Section 2(b) - Fire Division Schedule:

All employees in the Fire Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Probationary Fire Privates shall be advanced to the rate for Fire Privates at the beginning of the first bi-weekly pay period following one (1) year of service. Probationary Fire Equipment Dispatchers shall follow the same schedule.

(e) Excepted Positions: The pay of an employee in an excepted position shall be adjusted to any rate within the pay range at the discretion of the appointing authority for the excepted position.

(f) The Director of Personnel may approve, at the request of an appointing authority, adjustments to correct or mitigate serious and demonstrable internal pay inequities. Salary adjustments under this provision shall preclude adjustments to compensate or reward employees for long-term or meritorious service.

(g) (1) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate. Any such decrease shall be made in accordance with the established disciplinary procedures. The decrease shall not be greater than fifteen percent (15%) of the current salary rate. The decrease may be below the minimum of the pay range for the class. The appointing authority may determine the pay decrease shall be effective for a specific number

of bi-weekly pay periods provided, however, that such decrease shall not be effective for more than thirteen (13) bi-weekly pay periods.

(2) The Director of Personnel may establish amended rates of pay for employees whose salaries are established in Section 2(b) of this ordinance in accordance with Section 31 of Article XVIII of the City Charter.

(h) An employee who is temporarily promoted shall be eligible for within range salary adjustments under provisions of this Section 7.

(i) The Director of Personnel may approve a within range salary adjustment or other incentives to retain employees in positions that are difficult to fill, or because of their unique requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

SECTION 8. Income Sources.

Any salary paid to an employee in the Classified Service shall represent the total remuneration for the employee, excepting reimbursements for official travel and other payments specifically authorized by ordinance or pay regulation promulgated by the Director of Personnel. No employee shall receive remuneration from the City in addition to the salary authorized in this ordinance for services rendered by the employee in the discharge of the employee's ordinary duties, of additional duties which may be imposed upon the employee, or of duties which the employee may undertake or volunteer to perform.

Whenever an employee not on an approved paid leave works for a period less than the regularly established number of hours a day, days a week or days bi-weekly, the amount paid shall be proportionate to the hours in the employee's normal work week and the bi-weekly rate for the employee's position. The payment of a separate salary for actual hours worked from two (2) or more departments, divisions or other units of the City for duties performed for each of such

agencies is permissible if the total salary received from these agencies is not in excess of the maximum rate of pay for the class.

SECTION 9. Conversion.

(a) Pay schedules in Section 2(a) or 2(b) in Ordinance 71963 shall continue in effect until June 14, 2026, and the rates to be paid to employees in positions of any classes for which a rate is established or changed in Section 2(a) of this ordinance shall become effective and be adjusted (if necessary) as follows:

The salary of each employee whose pay range is established in Section 2(a) of this ordinance whose class has been allocated to a higher pay grade in the appropriate pay schedule as determined by the Director of Personnel shall have their current salary increased to a rate, rounded to the nearest whole dollar, which is five percent (5%) higher than the rate received immediately prior to promotion, but not less than the minimum of the pay range, whichever is the greater.

(b) The pay schedule in Section 2(c) Ordinance 71963 or in an ordinance amending Ordinance 71963 shall continue in effect until June 14, 2026.

(c) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(d) The salary of an employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(e) The Director of Personnel may establish a special conversion procedure for a class or position in the event that the Director determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(f) All full-time employees whose salary was established in Section 2(a) – General and Management Pay Schedule or 2(b) – Trades Pay Schedule of Ordinance 71963 and whose salary

is now established in Section 2(a) – General, Management, and Trades Pay Schedule and whose class title remains unchanged or whose class title is changed to better describe their position, as determined by the Director of Personnel, shall have their bi-weekly rate increased by three percent (3%) regardless of their current rate or place in the pay schedule, or to the minimum of the bi-weekly pay range for their job classification, whichever is greater, effective June 14, 2026.

(g) The Director of Personnel shall establish such procedures as needed to place this ordinance into effect and interpret its provisions.

SECTION 10. Payment Of Salaries.

All compensation for positions in the Classified Service shall be paid bi-weekly. The Director of Personnel and Comptroller shall establish the procedure for listing employees on the various payrolls. The payment due each employee for service, except as otherwise provided, shall be made not later than sixteen (16) days after the end of the bi-weekly pay period. In the event that an employee is dismissed or has been employed for occasional or emergency work, the Comptroller may immediately pay the employee upon termination of service without waiting for the regular bi-weekly pay date of the Department, Division, Section, Office, Agency, Board or Commission where the employee worked.

SECTION 11. Changes To Classification Plan.

Whenever the Department of Personnel finds it necessary to add a new class to the classification plan, the Director of Personnel shall allocate the class to an appropriate grade and schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the overtime code of an existing class within the classification plan, the Director of Personnel shall change the overtime

code, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the pay schedule of an existing class within the classification plan, the Director of Personnel shall allocate the class to the appropriate schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

The pay grade allocated to a class of position within the classification plan shall remain unchanged for the duration of the existing compensation ordinance. Whenever the Department of Personnel considers it necessary to change the pay grade of an established class of position, such adjustment can only be made concurrent with the adoption of a new compensation ordinance. Recommendation for the allocation of a new pay grade shall be made by the Director of Personnel to the Civil Service Commission for final approval by the Board of Aldermen.

SECTION 12. Payroll Forms.

The Director of Personnel shall prescribe forms on which appointing authorities shall certify to the fact that a vacancy exists in a lawfully created position and to the lawful appointment of a person to fill the position. The Director of Personnel shall indicate on these forms the proper allocation of the position and the rate at which payment is to be made. When approved by the Director of Personnel and submitted to the Comptroller, these forms shall constitute authorization for the initial placing of a person's name on the payroll. The Comptroller shall not authorize any change in the rate of pay of an individual on the payroll unless approved by the Department of Personnel. The Comptroller shall provide the Department of Personnel with a copy of each payroll audited and found correct within twenty-one (21) days after audit and approval of the payroll by the Comptroller's Office.

SECTION 13. Certification Of Payroll.

The appointing authority shall certify on each payroll or a subsidiary document that each person whose name appears on the payroll has been lawfully appointed at a salary provided by this ordinance and that the employee has actually worked the time for which he/she will be paid, subject to the provisions of this ordinance governing hours of work and leaves of absence in the Classified Service.

SECTION 14. Minimum Work Hours.

Each appointing authority shall establish procedures to assure that the employees under his/her supervision are actively engaged in the performance of the duties of their positions in accordance with the provisions of this section.

Each appointing authority shall submit to the Department of Personnel the work schedule established for each position in the work unit. Work schedule reports shall be submitted upon request of the Director of Personnel or whenever the appointing authority proposes to change the permanent work schedule of a position. The work schedule submitted by the appointing authority shall constitute the normal work schedule for the position when approved by the Director of Personnel.

All employees in the Classified Service shall be in attendance at their work in accordance with schedules established under the provisions of this Section 14, subject to other provisions of this ordinance with respect to hours, holidays, vacation leave, medical leave, furloughs, sick leave, military leave, and leaves of absence with or without pay.

(a) Employees whose salaries are established in Section 2(a): Forty (40) hours shall constitute the average minimum required weekly hours of service in an employment cycle under regular full-time employment for all City employees paid on a bi-weekly basis occupying competitive

positions in the Classified Service. The minimum daily and annual service required of such employees shall be in proportion to the average minimum weekly hours established.

Appointing authorities shall so arrange the time for reporting for work, for luncheon intermission, and for quitting work of the various employees under their jurisdiction so that the employees will actually be engaged in active performance of their duties for not less than the average minimum number of hours required.

(b) Management Employees: Appointing authorities for employees occupying full-time positions whose salaries are established in Section 2(a) of this ordinance shall initiate procedures to see that such employees are engaged in the performance of their duties on a full-time basis. Full-time employment for any employee whose classification is denoted in the Management Schedule shall be defined as an average of forty (40) hours per week of time devoted to the duties of the position on an annual basis.

(c) Uniformed Fire Personnel: Fifty-two (52) hours shall constitute the average required weekly hours of service in an employment cycle under regular full-time employment for all employees in the Division of Fire and Fire Prevention, except that the appointing authority, with the approval of the Director of Personnel, may determine that the minimum work hours provision of Section 14(a) shall apply to employees in certain positions due to the nature of the assignment and/or scheduling requirements. The appointing authority shall so arrange the time for reporting for work and for quitting work of the various employees under the appointing authority's jurisdiction so that the employees will actually be engaged in the active performance of their duties for not less than the average number of hours required.

SECTION 15. Overtime.

(a) The Department of Personnel shall determine those positions in the Classified Service of the City of St. Louis which are exempt from overtime compensation and those positions which are not exempt from overtime compensation. The overtime codes established for each class in Section 1(a) of this ordinance shall be interpreted as follows:

OVERTIME CODE (OVTM):

1 These classes are primarily managerial in nature, but may also include some professional or administrative classes that are ineligible for overtime pay under all but emergency conditions as described in Section 15(d) of this ordinance.

2 These are supervisory, professional, and administrative classes that are exempt from overtime compensation, but which the City compensates for overtime at the straight (1.0x) time rate.

3 These are non-exempt classes that receive overtime compensation at the one and one-half (1.5x) time rate.

4 These non-exempt classes work an average bi-weekly work schedule of 84 hours and, therefore, receive overtime compensation at the one and one-half (1.5x) time rate.

Appointing authorities are prohibited from changing employee work schedules to avoid the payment of overtime.

For purposes of determining overtime pay rates for non-exempt employees, the regular hourly rate of pay shall be used.

Any employee in a class which has been allocated to Overtime Code 4 (non-exempt) in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the one and one half (1.5x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle for all non-exempt (Code 4) positions in the work unit. Whenever a non-exempt (Code 4) employee works in excess of forty (40) hours in a work week, the employee will be paid at the one and one half time (1.5x) rate. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty-four (84) for full-time employment. The regular hourly rate of pay for a non-exempt (Code 4) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Any employee in a class which has been allocated to Overtime Code 3 (non-exempt) in this ordinance shall be compensated for overtime work in accordance with the provisions of this section. Each appointing authority shall designate and submit to the Director of Personnel the official work week and schedule or work cycle for all non-exempt positions in the work unit. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment.

Whenever an Overtime Code 3 employee whose pay matrix is in Section 2(a), works hours in excess of the maximum established for an official work week or work cycle, usually forty (40) hours in a work week such hours shall be paid at the one and-one-half time (1.5x) rate. In addition

to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Overtime Code 3 employees whose pay matrix is in Section 2(b) of this ordinance who are working a nineteen (19) day work cycle are eligible to receive overtime after one hundred forty-four (144) hours are worked in a work cycle, except that the Fire Division shall pay overtime for emergency work at the end of a shift or emergency work required on a separate, non-scheduled day, even if the total number of hours worked in the work cycle is not in excess of one hundred forty-four (144) hours. These employees shall not receive additional compensation for regularly scheduled hours in excess of one hundred forty-four (144) hours if they do not actually work more than one hundred forty-four (144) hours in the work cycle; provided however, that in addition to the actual hours worked, jury leave, vacation leave, compensatory time and "O" days shall count as hours worked for the purpose of determining eligibility for overtime compensation. Days scheduled off to reduce average work week to fifty-two (52) hours, compensatory time, vacation, “O” days, and holiday time shall be scheduled consistent with a reasonable vacation and holiday leave policy to avoid the necessity of actually working more than one hundred forty-four (144) hours during any work cycle.

(b) Any employee in a class which has been allocated to Overtime Code 2 in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the straight (1.0x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle, which is usually forty (40) hours, for all exempt (Code 2) positions in the work unit. Whenever a full-time employee in an exempt (Code 2) position is directed by management, with the approval of the appointing authority, to work hours in excess of the maximum established for an official work week or work cycle it shall

be considered overtime. In addition to the actual hours worked, only paid vacation time, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation. Straight time (1.0x) overtime shall be compensated at the employee's regular hourly rate of pay, or by granting the eligible employee compensatory time off at the rate of one (1) hour for each hour of overtime worked. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment. The regular hourly rate of pay for an exempt (Code 2) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period.

(c) Part-time bi-weekly paid employees and employees paid on an hourly or per performance basis shall be compensated for overtime work in accordance with the overtime provisions of this section and with consideration for community practices in compensating similar employment.

(d) An appointing authority may compensate Overtime Code 1 employees at the straight-time (1.0x) rate, when both of the following conditions exist: 1) the Mayor of the City of St. Louis declares an emergency due to serious and protracted conditions which threaten continuous City Service, preservation of public peace, health, or safety, and 2) the appointing authority directs an employee or group of employees to work in excess of forty (40) hours per week. The appointing authority shall maintain attendance records of the assignment(s) and submit such records at the request of the Director of Personnel.

(e) Employees who wish to use compensatory time earned in lieu of pay must make their request in writing at least twenty-four (24) hours in advance of the day or days requested. The appointing authority shall keep in mind the staffing needs of the department when granting time off, but in any case time off will not be unreasonably denied.

Pay shall be the regular method of compensation for recorded overtime hours of work for employees in classes with Overtime Code 3 and Overtime Code 4. However, an appointing authority shall compensate a non-exempt bi-weekly paid employee for overtime work by granting the employee compensatory time off in lieu of pay only if the employee requests compensatory time, in writing.

Employees engaged in public safety, emergency response or seasonal activity as defined by the Director of Personnel may have a maximum balance of two hundred forty (240) hours of compensatory time. All other employees are allowed a maximum balance of one hundred twenty (120) hours of compensatory time excluding compensatory time earned for working on a holiday. These maximum balances of compensatory time shall apply to employees working an average work week of forty (40) hours; the maximum balance of compensatory time for employees whose average work week is more or less than forty (40) hours shall be proportionate. No provision of this section establishing a maximum balance of compensatory time shall serve to cancel any compensatory time due to an employee or to deny an employee payment for recorded compensatory time earned in accordance with the provisions of the compensation ordinance in effect at the time the compensatory time was earned.

Each appointing authority shall establish procedures to assure that non-exempt employees are promptly granted time off when such employees request to use their earned compensatory time. Appointing authorities may not deny non-exempt employees' requests for earned compensatory time off except when such approval would create an extreme business hardship. When an appointing authority determines that the work schedule of the organization will not permit the granting of such time off, the appointing authority shall pay the employee in that same pay period for all or a portion equivalent to the time requested of the employee's accrued compensatory time.

This provision requiring the prompt granting of requested time off applies only to compensatory time that is earned as a result of the employee working overtime; it does not apply to compensatory time earned as a result of an incentive program or award program.

Compensatory time earned by exempt employees shall be granted at the discretion of the appointing authority and upon request of the employee.

(f) Before an employee is transferred, promoted or demoted from a position under one appointing authority to a position under another appointing authority or to another unit with a different appropriation, all compensatory time shall be granted or paid. Upon termination all compensatory time shall be paid. Upon the death of an employee, the person or persons entitled by law to receive any compensation due to the employee shall be paid any amount due to the employee on the date of death.

(g) All departments shall keep daily attendance records of classified employees and shall submit periodic reports of: 1) unexcused absences and leaves; 2) overtime earned, granted, and paid; or 3) the non-occurrence of same to the Director of Personnel in the form and on the dates specified.

SECTION 16. Holidays.

(a) Classified employees working full-time who are paid a bi-weekly rate shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following designated holidays:

DATE	**HOLIDAY**
January 1	New Year's Day
Third Monday in January	Rev. Martin Luther King, Jr. Day
Third Monday in February	Presidents' Day

Last Monday in May	Memorial Day
June 19	Juneteenth Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

In addition to the above enumerated designated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay as established by this Section 16 on any day or partial day the Mayor declares by proclamation the closing of City offices.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) of this compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St.

Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) In addition to the above eleven (11) designated holidays, employees in Section 2(a) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, and who have been continuously employed by the City since that date shall receive five (5) personal (discretionary) holidays which shall be scheduled in accordance with department policies; Police Division civilian employees hired on or after September 1, 2013, shall receive no personal (discretionary) holidays.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, , and who have been continuously employed by the City since that date shall receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) of this ordinance who

were employed by the Board of Police Commissioners immediately prior to September 1, 2013, and who have been continuously employed by the City since that date who are required to work the afternoon, evening overlay, or night watch on December 31 shall receive four (4) hours of compensatory time.

(c) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of Personnel. When full-time employees, whose pay is established in Section 2(a) of this compensation ordinance, are required to work on a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift. When full-time bi-weekly rate employees of the Police Division whose pay is established in 2(a) are required to work on a holiday, they shall be entitled to leave with pay on another date designated by the appointing authority in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

Employees of the EMS Service, whose positions are classified as EMS Dispatcher, EMS Lead Dispatcher, EMT (Emergency Medical Technician), Paramedic, or Paramedic Crew Chief, will be compensated with pay in lieu of compensatory time for all holidays and receive twelve (12) hours of personal day leave.

If an employee is docked from the payroll for one hour or more on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday, or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly rate employees shall be compensated for holidays in proportion to the percentage of time they are regularly scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation, except as otherwise provided in this ordinance.

In the event that the holiday schedule established in this Section 16 is revised, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Federal law or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be designed to treat employees in the same manner who work substantially equivalent work schedules.

Employees whose pay is established in Section 2(b) of this ordinance and are Overtime Code 3 shall be entitled to one hundred forty-four (144) hours of compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(b) of this ordinance and are Overtime Code 1 or 2 shall be entitled to one hundred twelve (112) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Because of the necessity of maintaining the work schedule of such employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for

holiday compensation for such employees who are regularly required to work on holidays. Such procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(b) of this ordinance shall receive five (5) days of paid leave which shall be referred to as "O" Days.

SECTION 17. Vacation.

Vacation leave with pay shall be granted to employees paid a bi-weekly rate in permanent competitive positions working fifty percent (50%) time or more. There shall be no advancement of paid vacation leave. The Director of Personnel may establish additional guidelines and policies to govern the administration of vacation leave benefits in the Classified Service.

(a) Vacation hours shall be granted to employees whose pay is established in Section 2(a) or 2(b) with an appointment date before April 23, 1989, as follows. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a)		PAY ESTABLISHED IN SECTION 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	5	130	3	78
5 but less than 10 years	6	156	5	130
10 but less than 15 years	7	182	6	156
15 but less than 20 years	8	208	7	182
20 or more years	9	234	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a) or 2(b) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(b) Vacation hours shall be granted to employees whose pay is established in Section 2(a) or 2(b) with an appointment date on or after April 23, 1989, as follows. This excludes all civilian employees who were employed by the Board of Police Commissioners prior to September 1, 2013.

PAY ESTABLISHED IN SECTION 2(a) or 2(b)

Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a) or 2(b) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(c) Employees employed on or after July 18, 2010, will not have the 40 hours added to their vacation balance upon completion of five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service.

(d) Employees whose pay is established in Section 2(a) employed by the Board of Police Commissioners immediately prior to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City shall accrue vacation hours as follows:

	PAY ESTABLISHED IN SECTION 2(a)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(e) Employees whose pay is established in Section 2(a) and who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, and who have been continuously employed by the City since that date shall earn vacation time in accordance with the following schedule on employment anniversary dates as follows:

PAY ESTABLISHED IN SECTION 2(a)

Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

Vacation time is accrued on a bi-weekly basis. No employee will be entitled to or allowed to take any vacation until ninety (90) days of continuous employment from the date of employment.

(f) All references in this ordinance, except as otherwise noted, to accrual rates, additions to, and accrual maximums for vacation are for employees working a scheduled work week of forty (40) hours. Vacation rates, additions and maximums shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. When an eligible employee's scheduled work week is changed, the employee's rate of accrual shall be changed proportionately. All references in this ordinance to cumulative service for vacation shall mean cumulative service without a break in service of more than one year, except as provided otherwise in this ordinance. No employee who works less than fifty percent (50%) time or who is serving in a limited-term position shall be eligible to accrue vacation.

(g) (1) For those employees hired before or after the effective date of this ordinance whose pay is established in Section 2(a) who work an average work week of forty (40) hours, the maximum vacation balance shall be six hundred (600) hours. An appointing authority, upon written request and with the prior approval of the Director of Personnel, may authorize an employee or group of employees to exceed these maximums. Vacation accrual maximums for

those working more or less than forty (40) hours per week, but at least fifty percent (50%) time shall be proportionate to the number of hours worked in a bi-weekly pay period.

(2) When an employee's full-time average work week is changed, the maximum vacation balance shall be changed proportionately. In addition, the employee shall have his/her current vacation balance adjusted so that the vacation shall maintain the same position relative to the new maximum balance as existed with the employee's previous maximum balance.

(3) Accrual of vacation shall cease when an employee accumulates the maximum vacation balance established for the assigned work schedule and shall not resume until the vacation balance is less than the maximum amount.

(h) Accrual of vacation shall begin and be credited upon the first bi-weekly pay period and each pay period thereafter, but employees must complete the entire pay period to accrue the vacation leave at the end of said pay period:

(1) of appointment;

(2) of return to duty from leave of absence;

(3) of restoration to employment of one-half (50%) time or more.

Vacation leave shall be granted in whole hour units. On termination of service, any fractional hour shall be made whole. The accrual of vacation leave shall cease on the employee's last day at work.

(i) Appointing authorities shall be responsible for establishing all vacation leave schedules but may not discipline employees by imposing unusual vacation schedules. Vacation shall be granted to the employee as provided by this ordinance in one of the following ways:

(1) When the employee requests vacation leave in accordance with departmental policies;

(2) When directed to take paid time off by the appointing authority;

(3) When an employee is terminated or resigns from the Classified Service;

(4) When an employee whose salary is established in Sections 2(a) or 2(b) reaches the established maximum accrual and would cease accruing vacation and notifies the appointing authority in writing of his/her intention to schedule vacation. Such notice shall be at least seven (7) days prior to the first work day the employee intends to take off. If the appointing authority fails to establish a different vacation schedule, the employee may take the paid leave, which was proposed in writing.

(5) With the approval of the appointing authority, an employee may request and receive payment from the appointing authority for forty (40) hours of vacation accrual in lieu of scheduling paid leave provided that the full vacation allowance for that year is not exceeded. This may be done a maximum of once in each calendar year. Management employees may request payment from the appointing authority for up to an additional forty (40) hours of their vacation accrual balances in lieu of scheduling paid leave if their schedules do not permit them to be absent from work. Employees whose pay is established in Section 2(b) of this ordinance may request payment for up to ninety-six (96) hours of vacation. These requests are subject to the prior approval of the Director of Personnel.

(j) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed ninety (90) days of continuous service. When employment is terminated before completing twelve (12) months of continuous service, any previously granted vacation leave shall be deducted from the employee's final pay. When the service of an employee is terminated after

twelve (12) months of continuous service, any accumulated vacation that is due the employee shall be paid.

(k) Employees who separate from the Classified Service, who are certified from a reemployment list, and who return to the Classified Service within twenty-four (24) months of the separation, will be given credit for prior continuous service in determining the vacation accrual rate in accordance with Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the date of the employee's original appointment.

(l) Employees who move to the Classified Service from the Unclassified Service shall be given credit for the years of service in the Unclassified Service in determining the vacation accrual rate in accordance with Section 17(a) or 17(b) of this ordinance and based on the date of the employee's original appointment.

(m) Employees who return to work from a "reemployment from layoff" eligible list shall be eligible to use vacation as soon as it is accrued, unless stated otherwise in this ordinance, provided the employee has completed ninety (90) days of continuous service prior to the layoff and with approval of the appointing authority. An employee who has completed less than ninety (90) days of continuous service will be required to complete the remaining portion of the ninety (90) days before being eligible to use vacation.

Any such reemployed worker shall be given credit for prior continuous service in determining the employee's vacation accrual rate in accordance with the schedule established in 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the employee's original appointment. A Commissioned Officer who retires and is rehired as a civilian employee will be considered a new employee for vacation purposes.

(n) Appointing authorities shall be responsible for the management of their vacation schedules so as to most effectively administer their organizations and fulfill the desire of employees in the establishment of leave schedules.

(o) Accrued vacation shall be carried with an employee when transferred, promoted, or demoted from a position under one appointing authority to a position under another appointing authority without a break in service or change in method of pay. Upon the death of an employee, the person or persons entitled by law to receive any compensation due the employee shall be paid the amount due the employee for accrued vacation.

(p) With the approval of the appointing authority, a retiring employee may be paid on the payroll for accrued vacation in the month prior to retirement without inclusion in the employee's final average compensation. An appointing authority may pay previously accrued vacation off in a lump sum to an employee whose service with the City has terminated. Such payment shall be made on the employee's last regular paycheck.

(q) Employees occupying excepted positions in the Classified Service shall be granted vacation at the discretion of their appointing authority. An employee whose term in an excepted position ends and who is then appointed to a permanent competitive position working fifty percent (50%) time or more shall become eligible to accrue vacation leave with pay upon appointment to the competitive position. Length of cumulative service for the purpose of determining rate of vacation leave accrual shall be based on the employee's original date of appointment to the excepted position, providing there was no break in service between expiration of the excepted position and appointment to the permanent competitive position. The date of appointment to the permanent competitive position shall be used to determine the appropriate rate of vacation accrual

for the corresponding length of cumulative service in accordance with the schedule established in Section 17(b).

(r) Appointing authorities shall report leave with pay for vacation and such other authorized absences as the Director of Personnel shall designate to the Department of Personnel in such form and at such time as the Director of Personnel may require.

SECTION 18. Sick Leave.

(a) An employee may choose to use his/her sick leave in accordance with regulations established by the Director of Personnel.

(b) An active employee who is a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis, and who applies for retirement and immediately retires from active service, shall receive payment for his/her sick leave balance less any sick leave credited or paid to a member or used in the calculation of retirement benefits under this or any other ordinance(s). If the Employees Retirement System or Firemen's Retirement System provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be limited to a maximum of fifty percent (50%) of the value of the employee's sick leave balance. If the Employees Retirement System of the City of St. Louis provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be fifty percent (50%) of the value of the employee's sick leave balance at time of retirement.

(c) If a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis who had been otherwise eligible for Normal or Early Service Retirement dies his/her estate may receive payment based on the calculation above on the employee's sick leave

balance, if any. Payment shall be made in accordance with the procedures established by the Director of Personnel.

(d) An employee who is reemployed from an authorized layoff shall have his/her prior sick leave balance if any restored, provided this balance has not been used in the determination of pension benefits paid to the retiree.

(e) Employees in Section 2(a) formerly employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Employees in Section 2(a) formerly employed by the Board of Police Commissioners hired prior to April 20, 2011, and continuously employed by the City who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other employees in Section 2(a) employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City who terminate their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(f) There shall be no advancement of paid sick leave. Sick leave shall be paid at full pay at the current rate of compensation.

SECTION 19. Medical Leave.

(a) Medical leave with pay shall be granted to bi-weekly rate employees in permanent competitive positions working fifty percent (50%) time or more in accordance with regulations and procedures established by the Director of Personnel.

(1) All employees, unless otherwise stated in this ordinance, shall accrue three (3) hours of medical leave for each bi-weekly pay period of employment but must complete the entire pay period to accrue the medical leave at the end of said pay period. This accrual rate is established for employees working an average work week of forty (40) hours. Medical leave shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. An eligible employee may be granted paid medical leave by his/her appointing authority after completing ninety (90) days of continuous service.

(2) Employees in Section 2(a) hired by the Board of Police Commissioners before September 1, 2013, shall be entitled to all of the sick and medical leave accrued during such employment. Subject to the provisions of Section 19(a), medical leave with pay shall be granted at the rate of 3.70 hours bi-weekly to employees in Section 2(a) hired by the Board of Police Commissioners before September 1, 2013, and who have been continuously employed by the City since that date.

(b) The Director of Personnel may establish a system of cash awards, paid time off or other incentives to reward employees for perfect and near perfect attendance.

(c) An appointing authority shall remove an employee from the payroll for unexcused absence in accordance with regulations and procedures established by the Director of Personnel. When an employee is docked from the payroll under the provisions of this section, the amount deducted from his/her regular bi-weekly rate of pay shall be one times (1.0x) the regular hourly rate as

defined in this ordinance for each hour of unexcused absence. If an employee is docked from the payroll for one (1) hour or more in a bi-weekly pay period, he/she will cease to accrue medical leave for the pay period.

(d) If management decides to send their employees or a group of employees home due to inclement weather, they will not lose their medical leave accrual for that pay period.

(e) All leave with or without pay for illness, injury, or physical inability to perform assigned duties shall be recorded on the payroll or a subsidiary document in the manner established by the Director of Personnel. Compensation for periods of absence from work when an employee sustains an injury by accident on the job shall be governed by the provisions of Section 25 (Workers' Compensation and Disability Leave) of this ordinance.

(f) An employee who is reemployed from an authorized layoff shall have his/her prior medical leave balance and sick leave balance restored if any, provided any sick leave balance has not been credited to the employee's length of service in determining pension benefits paid to the retiree. An employee who is reemployed from an authorized layoff and who has a medical and/or sick leave balance and who completed ninety (90) days of continuous employment prior to the layoff may take approved medical and/or sick leave upon reemployment.

(g) Each appointing authority shall institute procedures, in accordance with regulations established by the Director of Personnel that will discourage the improper use of medical leave with pay. When an employee is removed from the payroll for absence not approved by the appointing authority, the employee shall be notified promptly in writing.

(h) Employees shall not receive payment for any medical leave balance, and it shall not be used in the calculation of retirement benefits or payments under this ordinance or any other ordinance.

(i) There shall be no advancement of medical leave.

SECTION 20. Military Leave.

The City of St. Louis will follow all applicable state and federal laws on the granting of military leave and reemployment rights.

Each employee is required to give advance notice (at least 30 days prior to departure when feasible), preferably in writing, of service obligation or intention to perform services in the uniformed services, unless such notice is prevented by military necessity, as determined by a designated authority, or impossible or unreasonable under all of the circumstances.

Upon the expiration of military leave of absence, the employee shall be reinstated to the class of position he/she occupied at the time the leave was granted without breaking continuity of service. Failure of an employee to report for duty within the time pursuant to state or federal law shall be just cause for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee upon his/her return.

Full-time, permanent employees paid a bi-weekly rate of pay who are called to active duty as a member of the National Guard or any reserve component of the Armed Forces of the United States and who are placed on a military leave of absence will be granted compensation in the amount to offset the difference between the employee's gross bi-weekly pay with the City and his/her total military pay plus allowances if such military pay and allowances is less than the employee's regular gross bi-weekly rate of pay and subject to submission of documentation as required by the Director of Personnel.

SECTION 21. Leaves Of Absence And Family/Medical Leave.

An employee may request a leave of absence, or an appointing authority may request a leave of absence for an employee, for any reason under the City's general leave policy, or a

"Family/Medical Leave of Absence" for certain qualifying reasons under provisions of "The Family and Medical Leave Act of 1993" as provided in this ordinance and under additional provisions and regulations as determined by the Director of Personnel.

(a) An appointing authority, with the approval of the Director of Personnel, may grant an employee in a competitive position a general leave of absence without pay for a period of one (1) year, which may be extended, with the prior approval of the Director of Personnel.

Upon the expiration of such leave of absence, the employee shall be reinstated to the competitive position he/she occupied at the time the leave was granted provided the position is still in existence and he/she is able to perform the duties of the position. The employee shall be reinstated to the competitive position at the same relative rate in the salary range the employee occupied at the time the leave was initiated. Failure of an employee to report for duty promptly at the expiration of the leave shall be just cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee on leave other than military leave or qualifying family/medical leave may be notified by the appointing authority, with the approval of the Director of Personnel, to return prior to the expiration of such leave. Failure of the employee to return within ten (10) calendar days after receipt of such notice shall terminate his/her leave of absence and be just cause for dismissal, subject to any applicable federal, state or local regulations.

(b) The City of St. Louis will follow all applicable state and federal laws on the granting of family/medical leave. The City of St. Louis will provide up to six (6) weeks of paid family/medical leave, in accordance with the City's Family/Medical Leave Policy.

The Director of Personnel shall establish additional rules, guidelines and procedures for the effective administration of the City's Family/Medical Leave Policy. The policy shall comply with all provisions of the Family/Medical Leave Act of 1993 and any amendments thereafter.

Employees must take all of their accrued time (sick leave, medical leave, vacation leave) prior to being placed on leave without pay status for approved Family and Medical Leave, except employees can keep one (1) week of vacation hours (if they have accrued one (1) week of vacation and are eligible to take them). Employees will be allowed to use all their compensatory time, if requested by the employee.

(c) Any employee in a competitive position who is appointed to an excepted position in the Classified Service shall be granted an in-service leave without pay from the competitive position during the term to which he/she is appointed to the excepted position. Such leave shall be for the term of the appointment to the excepted position and until his/her successor qualifies. Upon the expiration of the appointment to the excepted position, the employee shall be reinstated to the competitive position he/she occupied immediately prior to the in-service leave. The employee shall be reinstated to the competitive position as under a temporary promotion pursuant to Section 6(a)(2) of this ordinance. Employees who are returned to a competitive position shall retain any vacation, compensatory time, sick leave, or medical leave balance in effect at the time of granting of the leave of absence for appointment to the excepted position. Employees shall be given credit for time spent in an excepted appointment in computing eligibility for additional vacation leave accrual.

(d) In the event that emergency conditions occur which require the closing of City-operated facilities, or the temporary cessation of functions carried out by classified employees, the Mayor of the City of St. Louis may declare an emergency and require an employee or group of employees to take leaves of absence with or without pay while such emergency conditions exist. In the event that the Mayor requires that the leave of absence be without pay, an employee with vacation or accrued compensatory time may elect to take the accrued time off with pay in lieu of all or a part

of such non-paid leave of absence. Such non-paid leave of absence shall not interrupt continuity of service for vacation accrual. An emergency leave of absence declared by the Mayor shall not exceed ninety (90) days.

(e) Employees who are granted general leaves of absence and other non-paid leaves of absence, except military leave, must take all accrued vacation at the start of the leave of absence except as otherwise provided in this ordinance. Employees who are granted or placed on a non-paid leave of absence will not accrue vacation, sick leave, and medical leave during the period of non-paid leave. Upon the expiration of such leaves of absence, the employee shall follow the procedures as established in this Section 21 and any other applicable regulations and procedures as established by the Director of Personnel.

(f) An appointing authority, with the prior approval of the Director of Personnel, may put an employee on a forced leave of absence with or without pay pending the outcome of an investigation or of a pending disciplinary action against the employee. Employees being placed on forced leave may elect to be placed on either vacation leave or compensatory time.

(g) In the event that a fiscal crisis occurs in the City of St. Louis, employees may request voluntary furloughs. The Director of Personnel may issue regulations to govern the furlough program.

SECTION 22. Furloughs.

Contingent upon the declaration of the City's Board of Estimate and Apportionment that a fiscal crisis exists in the City so as to warrant the mandatory implementation of furloughs of City officers and employees, the Board of Aldermen hereby authorizes such budget required mandatory implementation of furloughs. As used herein the term "furlough" shall mean time off without pay due to budget requirements. In the event furloughs are implemented, the Director of Personnel

shall issue, consistent with this ordinance, such regulations and guidelines necessary for setting out a process for furlough implementation.

SECTION 23. Insurance Benefits.

The City of St. Louis is hereby authorized to devise and establish by contract or otherwise plans for life, health, medical, disability, and other insurance coverage deemed necessary for employees in the Classified Service and other employees for the City and their dependents. The Director of Personnel shall develop and administer programs to provide for such coverage. The Director of Personnel shall confer with the Board of Estimate and Apportionment by February 1st of each year regarding coverage plans and the appropriate funding level. The Director shall then be charged with the responsibility of establishing the applicable funding level and remittance rates for the aforementioned plans and certify same to the Comptroller and Budget Director by March 1st of each year. The Director of Personnel may amend said rates as needed.

SECTION 24. Death Benefit.

In the event any employee of the City whose pay is established by this ordinance dies as a result of injuries arising out of and in the course of his/her employment by the City, the City shall pay compensation in accordance with the Missouri Workers' Compensation Law. The Director of Personnel and the City Counselor shall establish procedures for making the payments required by the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made. Such compensation shall be in addition to any life insurance benefits paid for by the City or by the employee which is available to the employee's beneficiaries and also in addition to any benefit provided by the Employees Retirement System of the City of St. Louis, the Firemen's Retirement System of the City of St. Louis, or the Firefighters Retirement Plan.

SECTION 25. Workers' Compensation And Disability Leave.

(a) Any employee in the Classified Service whose class title and grade are established in Section 1(a) and denoted by the suffix "G," "M," "T" or "E" of this ordinance, including employees who are compensated on a per performance or unit of work basis, who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where an employee's duties are being performed or where an employee's presence is required as part of his/her employment, shall promptly report such injury by accident or occupational disease to his/her immediate supervisor. The supervisor shall in turn report, through the appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. The appointing authority shall promptly provide such written information and recommendations as may be requested by the City Counselor to aid in making the determination of the period of disability.

The employee who suffers a personal injury as described in part (a) of this section, and which results in temporary disability, may elect to use sick or medical leave for the first three (3) days of temporary disability. Thereafter, the employee will be compensated at the rate mandated by the Missouri Workers' Compensation Law. If the period of disability extends fourteen (14) calendar days or more, the three (3) days of sick or medical leave used during the first three (3) days of disability will be restored to the employee's sick or medical leave balance. The City Counselor shall determine the actual amount of compensation and length of time during which payments are made for such temporary disability in accordance with the Missouri Workers' Compensation Law.

(b) (1) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by

accident or occupational disease while engaged in actual fire suppression, or related emergency response activities on or about the premises where these activities are being performed, or during transportation to and from the scene of the fire, or emergency, shall promptly report such injury to his/her immediate supervisor. The injury shall be promptly reported through appropriate management personnel to the Director of Personnel and the City Counselor. During the period of temporary disability which has been determined by the City Counselor to be a result of an injury by accident or occupational disease as defined above, the employee may be continued on the payroll at the regular bi-weekly rate less any amount the employee would otherwise pay in taxes on that portion of the benefit found to be exempt from taxation under the Missouri Workers' Compensation Law, or the federal tax code. Disability leave may also be granted when an employee suffers injury as a result of participation in Training Simulation of an exceptional and highly dangerous nature wherein the appointing authority or the Director of the Department of Public Safety has gained the approval of the Director of Personnel prior to such Training Simulation.

(2) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where his/her duties are being performed, except as otherwise provided in Section 25(b)(1) above shall likewise, promptly report such injury to his/her immediate supervisor, who shall report, through his/her appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. During any such period of temporary disability, the employee shall be entitled to workers' compensation benefits as prescribed by State Law.

(c) The City Counselor, the Director of Personnel, or the appointing authority may require an employee to undergo a physical examination and medical or surgical treatment at the expense of the City to diagnose and treat injuries or illnesses arising out of employment.

(d) The City Counselor and the Comptroller shall establish procedures for paying compensation to employees or former employees who are permanently disabled and due compensation under the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made.

(e) The City Counselor and the Director of Personnel shall be responsible for the administration of the provisions of this Section and shall establish and publish procedural regulations for the administration of the program. Each appointing authority shall establish procedures to comply with the provisions of this section and established regulations.

SECTION 26. Jury And Witness Leave.

(a) Jury leave with pay shall be granted to bi-weekly rate employees working fifty percent (50%) time or more for such time when such employees are serving as jurors pursuant to order of the St. Louis Circuit Court or United States District Court in St. Louis. Any bi-weekly rate employee, when so summoned for jury service, shall report such fact within seventy-two (72) hours to his/her appointing authority and display to the appointing authority the summons which the employee has received and shall give the appointing authority in writing the date and the time of such jury service. No bi-weekly rate employee shall receive any compensation from the Jury Commissioner or the United States District Court system for jury service for days the employee receives compensation from the City. A bi-weekly rate employee may keep the jury stipend for days when the employee receives no compensation from the City (off days, docks, leaves, etc.). Upon being discharged from serving as a juror by the Court or Jury Commissioner, the employee

shall forthwith report to his/her appointing authority if discharged during their normally scheduled work hours and shall submit to his/her appointing authority a written statement from the Jury Commissioner certifying that the employee has served as a juror and the time and date so served. The appointing authority shall, upon receipt of the statement of jury service, credit the employee with paid jury leave for such service.

(b) Leave with pay shall be granted to bi-weekly rate employees for such time when the employee's presence is required by the prosecutor in a criminal proceeding or grand jury procedure, a trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-weekly rate employee, when so subpoenaed as a prosecution witness or whose presence is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72) hours to his/her appointing authority and shall give the appointing authority in writing the date and time his/her presence is required for such criminal prosecution. Each appointing authority shall establish controls to ensure that any paid leave is actually required by the prosecuting authority. An appointing authority may require an employee to furnish satisfactory evidence of being required to be off the job and that all time off was in connection with the prosecution of the case. This procedure shall apply for employee participation in criminal prosecution in State or Federal Courts.

SECTION 27. Deferred Compensation.

(a) Authority is hereby granted for the establishment of a deferred compensation plan for the City of St. Louis.

(b) In accordance with the regulations applicable to the plan, as set out herein, the Comptroller is authorized to enter into an agreement with eligible participants, whereby said participants may designate a portion of their future earnings to be deducted by the City and placed in a fund to be

designated "City of St. Louis Deferred Compensation Plan Fund" for the purpose of providing tax deferred benefits to the participants upon retirement.

(c) The Board of Estimate and Apportionment is hereby authorized to establish or select a specific plan or plans in accordance with the requirements set out in this ordinance. In establishing the plan, the Board of Estimate and Apportionment may elect to retain outside parties to provide administrative and/or investment services after following competitive bidding procedures. The Board of Estimate and Apportionment is authorized, after analyzing the various competitive bids submitted in accordance with the requirements of this ordinance, to select the plan or plans it determines to meet the requirements established as a part of the competitive bidding procedures and to be in the best interest of the participants. No investment plan shall be considered unless offered by a duly licensed resident agent representing a company duly licensed and authorized by the State of Missouri and other applicable federal regulatory agencies to offer such insurance or investment programs.

In the event Federal or State legislation is changed in a manner affecting and/or relating to any of the aforementioned Deferred Compensation provisions contained in this Section, the Board of Estimate and Apportionment of the City of St. Louis may amend the deferred compensation plan accordingly and may execute any and all documents necessary to achieve and effectuate the recommended changes.

SECTION 28. Retirement.

The following provisions shall apply to the Employees Retirement System:

(a) "Final Average Compensation" is equal to one-half of the sum of (1) and (2) below:

(1) The annual compensation received by a member for the two (2) consecutive years of creditable service in which the highest compensation was received preceding the termination of his/her employment, and

(2) The balance of a member's sick leave on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for and/or calculation of retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(b) If a member has less than two (2) consecutive years of creditable service his/her final average compensation shall be equal to the sum of (1) and (2) below, divided by (3) below and then multiplied by (4) below:

(1) The sum of monthly compensation received by the member for each consecutive month of creditable service immediately preceding the termination of his/her employment;

(2) The balance of a member's sick leave pay on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(3) The number of consecutive months of creditable service immediately preceding the termination of his/her employment, and

(4) Twelve (12).

The years of creditable service of a member shall be the number of years and completed full calendar months of service during which he/she receives compensation from the first day of

the calendar month following the date of the beginning of each employment with an employer until his/her employment is terminated, subject to the provisions of this section. The years of creditable service of an employee (as that term is defined in Subsection 11 of Section Four of Ordinance 66511) hired after the operative date (as that term is defined in Subsection 18 of Section Four of Ordinance 66511) who had attained the age of sixty (60) years at initial employment shall be the number of years and completed months of service during which he/she receives compensation from October 1, 1988, and hereafter, from the first day on or after October 1, 1988, of the beginning of each employment with an employer until his/her employment is terminated. No creditable service shall be granted for any period of employment before October 1, 1988, after the calendar month in which the member attains age seventy (70). No creditable service for prior employment shall be granted to an employee who becomes a member after April 1, 1960, unless he/she was employed by an employer on April 1, 1960.

A member's accrued sick leave balance less the sum of (a), (b) and (c) below shall be considered as additional creditable service for calculation of retirement benefits under any provision of this Ordinance 66511, as amended:

(a) Sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, and

(b) Sick leave hours paid to the member upon termination of his/her employment, and

(c) Sick leave hours used in determining final average compensation.

SECTION 29. Severability.

The sections of this ordinance shall be severable. In the event that any section of this ordinance is found by a court of competent jurisdiction to be invalid, the remaining sections of this ordinance are valid, unless the court finds the valid sections of the ordinance are so essential and

inseparably connected with and dependent upon the void section that it cannot be presumed that the Board of Aldermen would have enacted the valid sections without the void ones, or unless the court finds that the valid sections standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION 30. Repeal Of Previous Ordinances.

Ordinance 71963 and all other ordinances or amendments, or parts thereof conflicting with the provisions of this ordinance are hereby repealed, effective June 14, 2026.

SECTION 31. Emergency Clause.

This ordinance being deemed necessary for the immediate preservation of the public peace, health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.

INDEX TO COMPENSATION ORDINANCE

This index is for general reference purposes and may not reference all provisions of this ordinance. For complete scope refer to specific provisions of this ordinance.

SECTION(S)

Alphabetical List of Classes 1

Attendance Record.....14, 15

Changes to Classification Plan.....11

Codes for Classes.....1

Compensatory Time.....15, 16

For Overtime.....15

In Lieu of Holiday.....16

Maximum Balance.....15

Continuous Service 7, 17
For Salary Increase 7
For Vacation 17
Conversion to New Pay Schedule 9
Death Benefit 24
Deferred Compensation 27
Disability Leave 25
Education Reimbursement 3
Employment Cycle 14
Employment Schedule 14
Holidays 16
Employees Excluded ..... 2(h), 16
Hours of Work 14
Incentive and Award Program ..... 2(m)
Insurance Benefits 23
Jury and Witness Leave 26
Leaves of Absence 21
Emergency ..... 21(d)
Excepted Positions, Coverage of ..... 21(c)
Family/Medical 21
Forced ..... 21(f)
Interruption of Continuous Service ..... 7(b)
Medical Leave 19

Military Leave 20
Minimum Work Hours 14
Moving Expenses ..... 2(k)
Overtime (OVTM) 1, 15
Pay
- Advanced Skills ..... 2(n)
- Bi-Weekly Schedules 2
- Commuting Allowance ..... 2(f)
- Contingency Assignment Differential ..... 2(r)(1)
- Continuous Service for Increase 7
- Decreases 7
- Demotion 6
- Elected Officials ..... 2(c)
- Excepted Positions ..... 7(e)
- Fire Division ..... 2(b)
- Foreign Language ..... 2(m)(2)
- Hiring Incentive ..... 2(l)
- Holiday 16
- Hourly Rates ..... 2(h)
- Income Sources 8
- On-Call Rates ..... 2(j)
- Overtime 15
- Parking Expenses ..... 2(t)

Per Performance Rates ..... 2(h)
Promotion 6
Reallocation 6
Recruitment Rate 5
Reemployment Rate 5
Retention ..... 7(i)
Salary Range Limitations 4
Starting Salaries 5
Shift Differential ..... 2(e)
Stipends for Board and Commission Members ..... 2(g)
Temporary Assignment Differential ..... 2(r)(2)
Time Lines for Payment 10
Trainee Rates ..... 2(i)
Transfer 6
Units of Work ..... 2(h)
Vehicle Maintenance and Use Allowance ..... 2(s)
Veterinary Care ..... 2(u)
Weekend Differential ..... 2(e)
Within Range and Exceptional Performance Increases 7
Payroll 12, 13
Relocation ..... 2(k)
Retirement 28
Severability 29

Sick Leave....18
Employees Excluded....2(h)
Suggestion Program....2(m)(4)
Tool Allowance....2(q)
Vacation....17
Employees Excluded....2(h), 17
Uniform Allowance....2(p)
Workers' Compensation....25

Approved:

FISCAL NOTE
BOARD BILL NUMBER 12

Preparer's Name *Cheryl Campbell*

Phone Number or Email Address (will be available publicly) campbellch@stlouis-mo.gov

Bill Sponsor *Alderman Rasheen Aldridge Jr.*

Bill Synopsis:	*An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including adoption of a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing Ordinance 71963; allocating employees to grades with rates; and including an emergency clause.*
Type of Impact:	*Indeterminate (Citywide Personnel Costs)*
Agencies Affected:	*All City departments employing Classified Service employees*

SECTION A
Does this bill authorize:

- An expansion of services which entails additional costs beyond that approved in the current adopted city budget? __X__ Yes ___ No
- An undertaking of a new service for which no funding is provided in the current adopted city budget? ____ Yes ____X No
- A commitment of city funding in the future under certain specified conditions? __X__ Yes ___ No
- An issuance of bonds, notes and lease-purchase agreements which may require additional funding beyond that approved in the current adopted city budget? ____ Yes ____X No
- An execution or initiation of an activity as a result of federal or state mandates or requirements? ____ Yes ____X No

- A capital improvement project that increases operating costs over the current adopted city budget? ____Yes ____*X*No

- A capital improvement project that requires funding not approved in the current adopted city budget or that will require funding in future years? ____Yes ____*X*No

If the answer is yes to any of the above questions, then a fiscal note must be attached to the board bill. Complete Section B of the form below.

SECTION B

- Does the bill require the construction of any new physical facilities? ____Yes __*X*__No

    - If yes, describe the facilities and provide the estimated cost:

_____

_____

- Is the bill estimated to have a direct fiscal impact on any city department or office? __*X*__Yes ____No

    - If yes, explain the impact and the estimated cost:

The bill establishes a comprehensive compensation plan, including revised salary ranges, pay schedules, and additional compensation provisions applicable to all Classified Service employees. These changes are expected to increase personnel-related expenditures across multiple departments. The number of affected employees, their current salaries, and the extent of adjustments are not specified in the Board Bill language; therefore, total fiscal impact cannot be determined.

- Does the bill create a program or administrative subdivision? ____Yes __*X*__No

    - If yes, then is there a similar existing program or administrative subdivision? ____Yes ____No
    - If yes, explain the how the proposed programs or administrative subdivisions may overlap:

_____

_____

- Describe the annual operating, equipment, and maintenance costs that would result from the proposed bill, as well as any funding sources:

The bill results in increased annual operating costs associated with implementation of a revised compensation plan, including salary adjustments, pay range modifications, differentials, incentives, and other compensation-related provisions. No equipment or maintenance costs are

identified in the Board Bill language. The number of affected employees and their current compensation levels are not specified in the Board Bill language; therefore, total fiscal impact cannot be determined. Funding would be dependent on departmental appropriations.

Complete the chart below to list the total estimated expenditures required of the City resulting from the proposed board bill and any estimated savings or additional revenue.

Financial Estimate of Impact on General Fund			
Fiscal Impact	**Year 1 (current)**	**Year 2**	**Year 3**
Additional Expenditures	*Indeterminate*	*Indeterminate*	*Indeterminate*
Additional Revenue	$0	$0	$0
Net	*Indeterminate*	*Indeterminate*	*Indeterminate*
Financial Estimate of Impact on Special Funds			
Fiscal Impact	**Year 1 (current)**	**Year 2**	**Year 3**
Additional Expenditures	*Indeterminate*	*Indeterminate*	*Indeterminate*
Additional Revenue	$0	$0	$0
Net	*Indeterminate*	*Indeterminate*	*Indeterminate*

- Describe any assumptions used in preparing this fiscal note:

This fiscal note is based on review of the Board Bill language. The ordinance establishes a citywide compensation framework but does not include detailed cost estimates, employee counts, current compensation levels, or implementation funding. As a result, fiscal impact cannot be quantified and is assumed to be driven by personnel-related expenditures across departments.

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:

This fiscal note was prepared based on review of the language contained within the Board Bill.

- Have the financial estimates of this bill been verified by the City Budget Division?

____Yes _*X*___No

  - If yes, by whom? _____ .

ORDINANCE NUMBER 71963

BOARD BILL NUMBER 173 INTRODUCED BY ALDERWOMAN CARA SPENCER

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing **Ordinance Number 71686**; allocating certain other employees to a grade with rate; and including an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the first pay period following approval by the Mayor.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION 1.

ALPHABETICAL LIST OF CLASSES

(a) Beginning with the effective date of this ordinance, the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

		GRADE/		
TITLE	**CODE**	**SCHEDULE**		**OVTM**
Abatement and Exemption Analyst	1424	15	G	3
Account Clerk	1142	11	G	3
Accountant	1442	14	G	2

Accounting Coordinator	1444	15	G	1
Accounting Manager	1446	17	M	1
Accounting Officer	1447	16	M	1
Accounting Supervisor	1443	15	M	1
Administrative Assistant I	1621	13	G	3
Administrative Assistant II	1622	14	G	3
Administrative Assistant III	1623	15	M	1
Administrative Assistant to the Mayor	1721	14	G	1
Air Pollution Inspector	3922	13	G	3
Airfield Maintenance Foreman	3322	14	G	3
Airfield Maintenance Supervisor	1638	15	M	2
Airfield Maintenance Worker	3324	12	G	3
Airfield Maintenance Worker (Lead)	3327	13	G	3
Airfield Operations Specialist	1631	14	G	3
Airfield Operations Specialist (Lead)	1635	15	G	3
Airfield Painter/Maintenance Worker	3247	36	T	3
Airfield Painter/Maintenance Worker (Lead)	3248	37	T	3
Airport Assistant Director Air Service and				
Business Development	1688	19	M	1
Airport Assistant Director Airside Operations	1634	19	M	1
Airport Assistant Director Community Programs	1655	19	M	1

1	Airport Assistant Director Finance and Accounting	1651	19	M	1
2	Airport Assistant Director Landside Operations	1633	19	M	1
3	Airport Assistant Director Planning and Engineering	1653	19	M	1
4	Airport Building Maintenance Supervisor	1684	14	M	2
5	Airport Deputy Director Finance and Administration	1686	21	M	1
6	Airport Deputy Director Operations	1639	21	M	1
7	Airport Deputy Director Planning and Development	1652	21	M	1
8	Airport Emergency Preparedness Coordinator	1630	14	G	3
9	Airport Fleet Maintenance Manager	3273	16	M	1
10	Airport Operations Supervisor	1636	16	M	2
11	Airport Planning Manager	1656	18	M	1
12	Airport Police Captain	2145	15	M	1
13	Airport Police Chief	2147	17	M	1
14	Airport Police Lieutenant	2144	14	G	2
15	Airport Police Officer	2141	12	G	3
16	Airport Police Sergeant	2143	13	G	3
17	Airport Power Plant Manager	1687	16	M	1
18	Airport Properties Division Manager	1654	18	M	1
19	Airport Properties Inspector	4222	13	G	3
20	Airport Properties Specialist	1681	14	G	3
21	Airport Properties Supervisor	1682	15	G	3

1	Airport Risk Manager	1683	15	G	3
2	Airport Traffic Officer	2172	9	G	3
3	Animal Care and Control Officer	2113	11	G	3
4	Animal Regulation Center Supervisor	2116	14	G	3
5	Arborist	3654	15	G	1
6	Architect	4433	15	G	1
7	Architectural Manager	4434	17	M	1
8	Assessor	1439	20	M	1
9	Asset Manager	1486	19	M	1
10	Assistant Fire Chief	2235	81	F	1
11	Assistant Mechanical Maintenance Worker	3412	9	G	3
12	Attorney I	2361	15	G	1
13	Attorney II	2362	17	G	1
14	Attorney III	2363	18	G	1
15	Attorney IV	2367	20	G	1
16	Attorney Manager	2364	20	M	1
17	Audit Coordinator	1474	15	G	1
18	Audit Manager	1475	17	M	1
19	Audit Supervisor	1473	16	M	1
20	Auditor	1472	14	G	2
21	Battalion Fire Chief	2227	77	F	2

1	Benefits Clerk	1541	10	G	3
2	Benefits Specialist	1545	12	G	3
3	Billing Supervisor	1192	14	G	3
4	Blacksmith	3231	36	T	3
5	Budget Analyst	1461	14	G	3
6	Budget Analyst (Senior)	1462	15	G	3
7	Budget Director	1468	21	M	1
8	Budget Manager	1466	16	M	1
9	Building Inspection Manager I	3856	16	M	1
10	Building Inspection Manager II	3857	17	M	1
11	Building Inspection Supervisor	3855	15	G	3
12	Building Inspector I	3851	36	T	3
13	Building Inspector II	3852	37	T	3
14	Building Maintenance and Operations Supervisor	3753	14	G	3
15	Building Maintenance Worker	3411	12	G	3
16	Buyer	1223	14	G	3
17	CAD Technician	4422	12	G	3
18	Capital Improvement Project Liaison	4344	15	G	3
19	Carpenter	3211	36	T	3
20	Carpenter (Lead)	3212	37	T	3
21	Carpenter Foreman	3213	39	T	3

1	Chemist	3552	14	G	2
2	Chemistry Supervisor	3553	16	G	1
3	Chief Medical Officer	5687	19	M	1
4	Chief of Staff	1737	23	M	1
5	Chief Paramedic	5721	17	M	1
6	Chief Plan Examiner	4233	17	M	1
7	City Counselor	2368	22	M	1
8	City Court Administrator	1676	16	M	1
9	City Court Judge	2369	17	G	1
10	City Planning Executive	4143	19	M	1
11	City Register	1661	14	M	1
12	City Surveyor	4293	15	G	3
13	Civil Engineer I	4241	14	G	2
14	Civil Engineer II	4242	15	G	1
15	Civil Engineer III	4243	16	G	1
16	Civil Engineer III/Computer Network Coordinator	4244	16	G	1
17	Civil Engineer Supervisor	4245	16	M	1
18	Clerical Aide	1111	5	G	3
19	Clerical Supervisor	1115	13	G	3
20	Clerk Typist	1122	9	G	3
21	Clerical Coordinator	1123	10	G	3

1	Client Service Coordinator I	6147	13	G	3
2	Client Service Coordinator II	6148	14	G	3
3	CODIS Administrator	2541	15	G	1
4	Commissioner of Buildings	3858	20	M	1
5	Commissioner of Civilian Oversight	2179	17	M	1
6	Commissioner of Communications	1811	17	M	1
7	Commissioner of Community Mediation	2389	17	M	1
8	Commissioner of Corrections	2373	20	M	1
9	Commissioner of Emergency Management	2181	17	M	1
10	Commissioner of Equipment Services	3277	19	M	1
11	Commissioner of Excise	2193	17	M	1
12	Commissioner of Facilities Management	3755	19	M	1
13	Commissioner of Forestry	3644	19	M	1
14	Commissioner of Health	5688	21	M	1
15	Commissioner of Parks	3645	19	M	1
16	Commissioner of Recreation	7137	19	M	1
17	Commissioner of Refuse	3135	19	M	1
18	Commissioner of Streets	4248	19	M	1
19	Commissioner of Supply	1229	18	M	1
20	Commissioner of Towing	3349	17	M	1
21	Commissioner of Traffic	4283	19	M	1

1	Commissioner of Violence Prevention	2153	20	M	1
2	Commissioner of Water	4329	20	M	1
3	Commissioner on the Disabled	6163	17	M	1
4	Communications Center Coordinator	2161	14	G	3
5	Communications Equipment Installer	1869	31	T	3
6	Communications Service Center Manager	1865	18	M	1
7	Communications Service Center Specialist I	1861	13	G	3
8	Communications Service Center Specialist II	1862	15	G	3
9	Communications Service Center Supervisor	1864	16	M	1
10	Community Development Planner I	4121	13	G	3
11	Community Development Planner II	4122	14	G	3
12	Community Development Planner III	4126	15	G	1
13	Community Development Research Analyst	4184	15	G	3
14	Community Development Specialist	4124	14	G	3
15	Community Development Supervisor	4127	15	M	1
16	Community Health Worker	5624	10	G	3
17	Community Program Aide	6171	10	G	3
18	Comptroller	1489	2	E	1
19	Computer Operations Supervisor	1327	13	M	1
20	Computer Operator I	1323	10	G	3
21	Computer Operator II	1324	11	G	3

1	Computer Programmer I	1331	13	G	3
2	Computer Programmer II	1332	14	G	3
3	Concrete Finisher	3283	36	T	3
4	Construction and Maintenance Manager	3759	17	M	1
5	Construction Equipment Foreman I	3334	39	T	3
6	Construction Equipment Foreman II	3335	40	T	3
7	Construction Equipment Operator I	3332	35	T	3
8	Construction Equipment Operator II	3333	36	T	3
9	Construction Project Leader	4346	15	G	3
10	Contract Compliance Officer	1662	14	G	2
11	Contract Specialist	1663	11	G	3
12	Contract Supervisor	1664	15	G	3
13	Contract Supervisor for the Comptroller	1665	16	M	1
14	Correctional Case Worker	2337	12	G	3
15	Correctional Chief of Security	2338	15	M	1
16	Correctional Classification Assistant	2333	11	G	3
17	Correctional Investigator	2339	12	G	3
18	Correctional Officer I	2331	11	G	3
19	Correctional Officer II	2332	12	G	3
20	Correctional Program Manager	2374	16	M	1
21	Correctional Shift Supervisor	2335	14	G	3

1	Correctional Training Coordinator	2381	14	G	2
2	Correctional Training Officer	2384	13	G	3
3	Correctional Unit Manager	2375	15	M	1
4	Court Room Clerk	1118	9	G	3
5	Court Room Clerk Coordinator	1119	10	G	3
6	Criminal Intelligence Analyst	2611	16	G	1
7	Criminal Intelligence Manager	2613	17	M	1
8	Criminalist	2545	14	G	3
9	Criminalist Supervisor	2546	16	M	1
10	Cultural Resources Director	1674	18	M	1
11	Custodian	3711	6	G	3
12	Custodian (Lead)	3712	7	G	3
13	Customer Service Manager	1189	16	M	1
14	Customer Service Representative I	1116	10	G	3
15	Customer Service Representative II	1117	11	G	3
16	Customer Service Supervisor	1185	13	M	2
17	Data Entry Supervisor	1315	11	G	3
18	Data Processing Manager	1365	18	M	1
19	Deputy Airport Police Chief	2146	16	M	1
20	Deputy Assessor	1435	18	M	1
21	Deputy Budget Director	1467	17	M	1

1	Deputy Chief Paramedic	5724	16	M	1
2	Deputy City Counselor	2366	21	M	1
3	Deputy City Engineer	4316	21	M	1
4	Deputy Commissioner of Buildings	3859	19	M	1
5	Deputy Commissioner of Corrections	2376	19	M	1
6	Deputy Commissioner of Equipment Services	3275	17	M	1
7	Deputy Commissioner of Refuse	3134	17	M	1
8	Deputy Commissioner of Supply	1228	17	M	1
9	Deputy Comptroller	1488	21	M	1
10	Deputy Director of Civil Rights Enforcement Agency	6138	16	M	1
11	Deputy Director of Employment and Training	6228	18	M	1
12	Deputy Director of Human Services	6168	20	M	1
13	Deputy Director of Personnel	1528	20	M	1
14	Deputy Director of Planning and Urban Design	4188	19	M	1
15	Deputy Director of Public Safety	2152	20	M	1
16	Deputy Fire Chief	2231	78	F	1
17	Deputy Marshal	2121	10	G	3
18	Detention Center Superintendent	2371	18	M	1
19	Digital/Printing Press Operator	2412	31	T	3
20	Director of Airports	1658	23	M	1
21	Director of Civil Rights Enforcement Agency	6139	18	M	1

1	Director of Community Development	4144	22	M	1
2	Director of Employment and Training	6229	20	M	1
3	Director of Health and Hospitals	5589	23	M	1
4	Director of Human Services	6169	21	M	1
5	Director of Information Technology	1367	21	M	1
6	Director of Parks, Recreation and Forestry	3649	21	M	1
7	Director of Personnel	1529	22	M	1
8	Director of Planning and Urban Design	4186	20	M	1
9	Director of Public Safety	2151	22	M	1
10	Director of Public Utilities	4349	21	M	1
11	Director of Streets	4249	21	M	1
12	Disabled Services Representative	6173	11	G	3
13	DNA Technical Leader	2548	15	G	1
14	Document Specialist	5643	11	G	3
15	Electrical Engineer	4261	15	G	1
16	Electrical Engineer (Senior)	4262	16	G	1
17	Electrical Inspection Supervisor	3815	15	G	3
18	Electrical Inspector I	3811	36	T	3
19	Electrical Inspector II	3812	38	T	3
20	Electrical Supervisor	3226	15	M	2
21	Electrician	3223	36	T	3

1	Electrician (Lead)	3224	38	T	3
2	Electrician Foreman	3225	39	T	3
3	Electronic Control Systems Technician	3442	36	T	3
4	Electronic Instrument Technician	3443	36	T	3
5	Electronic Technician Supervisor	3444	39	T	3
6	Emergency Management Specialist	2183	15	G	1
7	Emergency Management System Technician	2182	36	T	3
8	Employment and Training Representative	6211	12	G	3
9	Employment and Training Specialist I	6213	13	G	3
10	Employment and Training Specialist II	6214	14	G	3
11	Employment and Training Specialist III	6215	15	G	3
12	Employment and Training Specialist IV	6218	17	G	1
13	EMS Communications Supervisor	5723	14	M	2
14	EMS Dispatcher	5731	11	G	3
15	EMS Inventory Supervisor	5722	12	G	3
16	EMS Lead Dispatcher	5732	12	G	3
17	EMS Training Specialist	5719	14	G	3
18	EMT (Emergency Medical Technician)	5714	11	G	4
19	Engineering Manager I	4312	17	M	1
20	Engineering Manager II	4313	18	M	1
21	Engineering Technician	4225	14	G	3

Engineering Technician Supervisor	4226	15	M	2
Environmental Court Coordinator	3881	15	M	1
Environmental Engineer	4254	15	G	1
Environmental Health Officer	5622	13	G	3
Environmental Health Supervisor	5638	14	G	2
Environmental Regulatory Compliance and Safety Manager	1659	19	M	1
Epidemiologist	5642	16	G	1
Estimator	4223	13	G	3
Executive Assistant I	1628	16	G	1
Executive Assistant II	1629	17	M	1
Executive Assistant to the Mayor	1725	20	M	1
Executive Director for Development	1728	23	M	1
Executive Director for Operations	1736	23	M	1
Executive Director of the Affordable Housing Commission	1722	19	M	1
Executive Director of the Criminal Justice Coordinating Council	2388	17	M	1
Executive Secretary I	1134	12	G	3
Executive Secretary II	1135	14	G	2
Executive Secretary to the Comptroller	1136	14	G	2

1	Executive Secretary to the Mayor	1727	21	M	1
2	Exercise Physiologist	2572	13	G	3
3	Facilities Maintenance Worker	3419	35	T	3
4	Financial Analyst	1482	15	G	1
5	Financial Supervisor/Information Systems Coordinator	1484	16	M	1
6	Fingerprint Manager	2549	16	M	1
7	Fingerprint Technician Supervisor	2557	14	G	3
8	Fire Alarm Manager	2216	74	F	1
9	Fire Captain	2226	72	F	3
10	Fire Commissioner	2239	83	F	1
11	Fire Equipment Dispatcher	2212	69	F	3
12	Fire Private	2222	69	F	3
13	Firearms Examiner	2551	13	G	3
14	Firearms Examiner Supervisor	2553	16	M	2
15	First Assistant Comptroller	1487	20	M	1
16	Fiscal Manager	1448	18	M	1
17	Fiscal Officer I	1492	16	G	1
18	Fiscal Officer II	1493	17	G	1
19	Fiscal Operations Support Manager	1491	19	M	1
20	Fitness Programs Supervisor	2573	14	G	3
21	Fleet Body Repair Specialist	3288	35	T	3

1	Fleet Maintenance Foreman I	3266	39	T	3
2	Fleet Maintenance Foreman II	3267	40	T	3
3	Fleet Maintenance Manager	3274	16	M	1
4	Fleet Maintenance Parts Specialist	3287	31	T	3
5	Fleet Maintenance Parts Supervisor	3284	33	T	3
6	Fleet Maintenance Technician I	3261	31	T	3
7	Fleet Maintenance Technician II	3262	35	T	3
8	Fleet Maintenance Technician III	3263	37	T	3
9	Fleet Maintenance Technician IV	3265	38	T	3
10	Food Establishment Inspector	5631	13	G	3
11	Forensic Science Technician	2555	11	G	3
12	Forestry Foreman	3641	11	G	3
13	Forestry Supervisor	3622	13	G	3
14	Gardener	3632	10	G	3
15	Gardener Supervisor	3633	11	G	3
16	GIS Specialist I/Graphic Designer	4111	13	G	3
17	GIS Specialist II/Graphic Designer	4112	14	G	3
18	GIS/Graphic Design Manager	4113	15	M	1
19	GIS Systems Manager	1361	17	M	1
20	Government Services Administrator	1627	17	M	1
21	Government Services Analyst	1625	16	G	1

1	Grants Administrator	1453	15	G	1
2	Grants Manager	1455	17	M	1
3	Graphic Arts Technician	4187	37	T	3
4	Graphic Designer	4182	12	G	3
5	Health Care Compliance Specialist	5515	14	G	3
6	Health Education Planner	5696	12	G	3
7	Health Marketing Administrator	5685	16	G	1
8	Health Planning Executive	5571	17	M	1
9	Health Services Manager I	5681	17	M	1
10	Health Services Manager II	5682	18	M	1
11	Heavy Equipment Operator I	3325	10	G	3
12	Heavy Equipment Operator II	3326	11	G	3
13	Historic Preservation Planner I	4192	13	G	3
14	Historic Preservation Planner II	4193	14	G	3
15	Housekeeping Manager	3719	14	M	2
16	Housekeeping Supervisor I	3715	11	G	3
17	Housekeeping Supervisor II	3716	13	G	3
18	Housing Development Analyst	4125	14	G	3
19	Housing Development Analyst (Senior)	4128	15	G	3
20	HRIS Analyst	1512	16	G	1
21	HRIS and Records Management Manager	1525	19	M	1

1	Human Relations Specialist	6131	13	G	3
2	Human Resources Generalist	1518	14	G	3
3	Human Resources Generalist (Senior)	1519	15	G	3
4	Human Resources Manager	1523	18	M	1
5	Human Resources Manager (Senior)	1524	19	M	1
6	Human Resources Specialist	1514	14	G	3
7	Human Resources Specialist (Senior)	1515	15	G	3
8	Human Resources Supervisor	1516	16	G	1
9	HVAC Foreman	3418	39	T	3
10	HVAC Mechanic	3417	36	T	3
11	Information Security Administrator	1369	17	G	1
12	Information Systems Administrator	1362	20	M	1
13	Information Systems Coordinator	1322	13	G	3
14	Information Systems Support Manager	1363	19	M	1
15	Internet Services Manager	1368	18	M	1
16	Inventory Control Technician	1212	9	G	3
17	Inventory Coordinator	1215	10	G	3
18	Inventory Supervisor	1213	11	G	3
19	Investigative Assistant	2579	13	G	3
20	Labor Foreman I	3121	12	G	3
21	Labor Foreman II	3125	13	G	3

1	Labor Supervisor	3128	14	M	2
2	Laboratory Director	3555	17	M	1
3	Laboratory Manager	2542	17	M	1
4	Laboratory Supervisor	5463	16	M	1
5	Laboratory Technician	3554	11	G	3
6	Laborer	3111	8	G	3
7	Landscape Supervisor	3634	14	G	3
8	Latent Fingerprint Examiner	2554	14	G	3
9	Lead Abatement Inspector	5626	13	G	3
10	Lead Abatement Worker	5625	11	G	3
11	Lead Abatement Worker (Lead)	5627	12	G	3
12	Legal Investigator I	2351	13	G	3
13	Legal Investigator II	2352	14	G	3
14	Legal Secretary	1151	12	G	3
15	Librarian	2575	14	G	3
16	Licensed Practical Nurse	5181	11	G	3
17	Lifeguard	7111	5	G	3
18	Lifeguard Supervisor	7112	7	G	3
19	Liquor Control Officer	2191	12	G	3
20	Liquor Control Supervisor	2192	14	G	3
21	Locksmith	3416	35	T	3

1	Machine Shop Foreman	3238	38	T	3
2	Machinist	3233	36	T	3
3	Mail Room Supervisor	1186	14	G	3
4	Mayor	1739	3	E	1
5	Mechanical Engineer	4271	15	G	1
6	Mechanical Engineer (Senior)	4272	16	G	1
7	Mechanical Equipment Inspection Supervisor	3845	15	M	1
8	Mechanical Inspector I	3841	36	T	3
9	Mechanical Inspector II	3843	38	T	3
10	Mechanical Maintenance Foreman	3415	38	T	3
11	Mechanical Maintenance Worker	3413	35	T	3
12	Medical Service Coordinator	6149	14	G	3
13	Medical Technologist	5461	13	G	3
14	Medical Technologist (Lead)	5462	14	G	3
15	Messenger/Mail Clerk	1181	5	G	3
16	Microcomputer Support Specialist	1328	11	G	3
17	Municipal Parking Garage Manager	3133	14	M	1
18	Neighborhood Development Executive	3872	17	M	1
19	Neighborhood Improvement Specialist	3871	14	G	3
20	Neighborhood Improvement Supervisor	3873	15	G	3
21	Network Systems Manager	1364	19	M	1

1	Nurse Practitioner	5131	16	G	1
2	Nutrition Program Coordinator	5664	14	G	2
3	Painter	3242	36	T	3
4	Painter (Lead)	3243	37	T	3
5	Painter Foreman	3245	39	T	3
6	Paralegal	2365	13	G	3
7	Paralegal Supervisor	2385	14	G	3
8	Paramedic	5717	13	G	4
9	Paramedic Crew Chief	5718	14	G	4
10	Paramedic Supervisor	5716	15	G	4
11	Park Facilities Maintenance Superintendent	3617	16	M	1
12	Park Maintenance Manager	3618	16	M	1
13	Park Ranger	2132	10	G	3
14	Park Ranger Supervisor	2133	11	G	3
15	Park Supervisor I	3612	12	G	3
16	Park Supervisor II	3613	13	G	3
17	Parking Garage Attendant	3114	6	G	3
18	Parking Garage Attendant (Lead)	3115	8	G	3
19	Parkkeeper	3611	11	G	3
20	Parole and Probation Officer	2321	13	G	3
21	Parole and Probation Supervisor	2324	15	M	1

1	Payroll Coordinator	1174	12	G	3
2	Payroll Manager	1449	17	M	1
3	Payroll Specialist	1172	11	G	3
4	Payroll Supervisor	1173	14	G	3
5	Permit Supervisor	1673	14	M	1
6	Personal Property Appraisal Manager	1415	15	M	1
7	Personal Property Appraisal Supervisor	1413	14	M	2
8	Personal Property Appraiser I	1411	12	G	3
9	Personal Property Appraiser II	1412	13	G	3
10	Pest Control Worker	5699	9	G	3
11	Photographer I	2558	10	G	3
12	Photographer II	2559	11	G	3
13	Physician	5553	18	G	1
14	Pipefitter	3254	36	T	3
15	Plan Examiner	4232	14	G	2
16	Plumber	3251	36	T	3
17	Plumber Foreman	3253	39	T	3
18	Plumbing Inspection Supervisor	3824	15	M	1
19	Plumbing Inspector I	3821	36	T	3
20	Plumbing Inspector II	3822	38	T	3
21	Police Assistant Chief	2536	81	D	1

1	Police Captain	2526	74	D	1
2	Police Commissioner	2538	83	D	1
3	Police Dispatch Manager	2568	15	M	1
4	Police Dispatch Supervisor	2566	13	G	3
5	Police Dispatcher I	2563	10	G	3
6	Police Dispatcher II	2564	11	G	3
7	Police Lieutenant	2524	72	D	1
8	Police Lieutenant Colonel	2534	78	D	1
9	Police Major	2532	77	D	1
10	Police Officer	2514	69	D	3
11	Police Planner I	2591	13	G	3
12	Police Planner II	2592	15	G	3
13	Police Planning Manager	2593	17	M	1
14	Police Probationary Officer	2513	69	D	3
15	Police Sergeant	2522	71	D	3
16	Polygraph Examiner	2576	14	G	3
17	President, Board of Aldermen	1748	1	E	1
18	President, Board of Public Service	4348	23	M	1
19	Printing and Duplicating Graphics Manager	2413	15	M	1
20	Printing Supervisor	2414	13	G	3
21	Prisoner Processing Clerk	2582	9	G	3

1	Prisoner Processing Supervisor	2584	13	G	3
2	Probationary Fire Equipment Dispatcher	2211	69	F	3
3	Probationary Fire Private	2221	69	F	3
4	Process Control Specialist	4265	15	G	2
5	Procurement Specialist	1225	13	G	3
6	Procurement/Purchasing Manager I	1226	16	M	1
7	Procurement/Purchasing Manager II	1227	17	M	1
8	Program Coordinator	1698	14	G	3
9	Program Manager I	1693	15	M	1
10	Program Manager II	1694	16	M	1
11	Program Specialist I	1696	11	G	3
12	Program Specialist II	1691	12	G	3
13	Program Supervisor	1692	13	G	3
14	Program Worker	7312	5	G	3
15	Programmer/Analyst I	1341	15	G	2
16	Programmer/Analyst II	1342	16	G	2
17	Programmer/Analyst III	1343	17	G	2
18	Public Health Education Coordinator	5648	15	G	2
19	Public Health Educator	5695	15	G	3
20	Public Health Intake Supervisor	5646	15	G	2
21	Public Health Intake Worker	5647	12	G	3

1	Public Health Nurse I	5651	14	G	3
2	Public Health Nurse II	5653	15	G	3
3	Public Health Nurse III	5654	16	G	2
4	Public Health Nursing Supervisor	5655	17	M	1
5	Public Health Program Representative	5693	13	G	3
6	Public Health Program Specialist	5691	14	G	3
7	Public Health Program Supervisor	5694	15	G	2
8	Public Information Manager	1617	18	M	1
9	Public Information Officer I	1614	13	G	2
10	Public Information Officer II	1615	15	G	1
11	Public Information Officer Supervisor	1616	15	M	1
12	Public Information Officer to the Comptroller	1618	15	G	1
13	Public Information Officer to the Mayor	1613	16	G	1
14	Public Nuisance Inspector	3861	10	G	3
15	Public Safety Dispatcher I	2175	10	G	3
16	Public Safety Dispatcher II	2176	11	G	3
17	Public Safety Dispatcher III	2177	12	G	3
18	Public Safety Specialist	2136	15	G	1
19	Real Estate Records Clerk	1668	10	G	3
20	Real Estate Records Manager	1426	14	M	1
21	Real Estate Specialist	1667	13	G	3

1	Real Property Appraisal Manager	1429	17	M	1
2	Real Property Appraisal Supervisor I	1428	15	M	1
3	Real Property Appraisal Supervisor II	1427	16	M	1
4	Real Property Appraiser I	1421	13	G	3
5	Real Property Appraiser II	1422	14	G	3
6	Receptionist	1161	8	G	3
7	Receptionist to the Mayor	1162	9	G	3
8	Records Retention Supervisor	1187	14	G	3
9	Recreation Area Manager	7118	16	M	1
10	Recreation Assistant	7116	7	G	3
11	Recreation Leader	7117	10	G	3
12	Recreation Supervisor I	7114	12	G	3
13	Recreation Supervisor II	7115	14	M	2
14	Refuse Route and Safety Coordinator	3931	11	G	3
15	Refuse Superintendent	3131	16	M	1
16	Registered Nurse I	5121	14	G	3
17	Registered Nurse II	5122	15	G	3
18	Research Analyst to the Mayor	1729	16	G	1
19	Safety Officer I	1531	13	G	3
20	Safety Officer II	1532	14	G	3
21	Safety Officer III	1533	15	G	3

1	School Crossing Guard	2174	5	G	3
2	Secretary and Stenographer to the Mayor	1138	11	G	3
3	Secretary I	1131	9	G	3
4	Secretary II	1132	10	G	3
5	Secretary to the Board of Estimate and Apportionment	1137	12	G	3
6	Secretary to the Board of Public Service	1671	14	M	1
7	Second Assistant Comptroller	1485	20	M	1
8	Security Officer	2131	10	G	3
9	Senior Fire Equipment Dispatcher	2215	72	F	3
10	Senior Plan Examiner	4234	15	G	1
11	Senior Plan Examiner/Code Development Specialist	4235	16	G	1
12	Solid Waste Route Foreman	3127	13	G	3
13	Soulard Market Manager	3757	15	M	1
14	Special Assistant for Development	1724	17	M	1
15	Special Assistant to the Comptroller	1672	16	G	1
16	Special Assistant to the Mayor	1723	17	G	1
17	Special Assistant to the Water Commissioner	3538	17	M	1
18	Special Events Program Executive	1697	18	M	1
19	Specialist on Aging	6122	14	G	3
20	Stable Attendant	2577	9	G	3
21	Stationary Engineer	3423	36	T	3

1	Street and Traffic Inspection Supervisor	3956	14	M	1
2	Street and Traffic Inspector	3954	11	G	3
3	Street and Traffic Liaison	1643	14	M	1
4	Street Lighting Superintendent	3229	16	M	1
5	Street Maintenance Superintendent	3132	16	M	1
6	Sunshine Law Administrator	1626	17	M	1
7	Superintendent of Soldiers' Memorial	3756	14	M	1
8	Supervising Deputy Marshal	2124	11	G	3
9	Supervising Stationary Engineer	3428	15	M	2
10	Supervisor-STD Intervention and Outreach Program	5649	15	M	2
11	Survey Projects Coordinator	4246	15	G	1
12	Systems Analyst	1351	15	G	2
13	Systems Analyst Senior	1353	17	G	1
14	Systems Development Manager	1366	19	M	1
15	Systems Development Specialist	1355	17	G	2
16	Systems Project Leader	1352	18	M	1
17	Technical Support Specialist	1372	16	G	3
18	Telecommunications Inspector	1824	13	G	3
19	Telecommunications Maintenance Supervisor	1854	13	G	3
20	Telecommunications Specialist	1853	14	G	3
21	Telecommunications Supervisor	2173	12	G	3

1	Telecommunications Technician	1855	12	G	3
2	Telecommunicator	2171	10	G	3
3	Tow Truck Operator	3311	10	G	3
4	Towing Services Foreman	3313	11	G	3
5	Towing Services Supervisor	3314	14	M	2
6	Trades Helper	3281	31	T	3
7	Traffic Control Supervisor	3439	14	M	3
8	Traffic Engineer	4281	15	G	1
9	Traffic Engineer (Senior)	4282	16	G	1
10	Traffic Engineering Manager	4284	17	M	1
11	Transportation Center Operations Specialist	3752	11	G	3
12	Transportation Center Operations Supervisor	3751	16	M	1
13	Tree Trimmer	3621	10	G	3
14	Urban Designer	4185	14	G	3
15	Urban Forester	3652	14	G	2
16	Urban Forestry Assistant	3651	11	G	3
17	Urban Forestry Superintendent	3656	16	M	1
18	Utility Locator	3119	12	G	3
19	Utility Worker	3117	9	G	3
20	Utility Worker (Lead)	3118	10	G	3
21	Veterinarian	2119	16	G	1

1	Veterinarian Technician	2118	11	G	3
2	Video Engineer	1823	40	T	3
3	Video Production Manager	1812	16	M	1
4	Video Production Specialist	1822	36	T	3
5	Video Production Supervisor	1821	40	T	3
6	Water Distribution Executive	4314	19	M	1
7	Water Distribution Superintendent	3535	16	M	1
8	Water Distribution Supervisor	3534	14	M	3
9	Water Maintenance Foreman	3517	13	G	3
10	Water Maintenance Technician	3518	12	G	3
11	Water Meter Worker	3521	10	G	3
12	Water Meter Worker Supervisor	3522	13	G	3
13	Water Plant Maintenance Foreman	3543	39	T	3
14	Water Plant Maintenance Manager	3531	17	M	1
15	Water Plant Maintenance Mechanic	3541	36	T	3
16	Water Plant Maintenance Mechanic (Lead)	3542	38	T	3
17	Water Production Engineer	3536	17	M	1
18	Water Production Executive	4315	19	M	1
19	Water Services Manager	3537	14	M	1
20	Water Treatment Plant Operator	3515	36	T	3
21	Water Treatment Plant Supervisor I	3514	38	T	3

Water Treatment Plant Supervisor II	3519	39	T	3
Web Development Specialist I	1345	14	G	2
Web Development Specialist II	1346	15	G	2
Welder	3235	36	T	3
Workers Compensation Specialist	1543	13	G	3
Zoning Administrator	4165	16	M	1
Zoning Inspector	4163	10	G	3
Zoning Specialist	4162	12	G	3
Zoning Specialist (Lead)	4164	14	G	3

SECTION 2.

OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) - General and Management Schedule, (b) - Trades Schedule, (c) - Fire Division Schedule, (d) - Police Division Schedule and (e) - Elected Official Schedule.

The official pay schedules hereby adopted have been determined to constitute fair and equitable rates of pay. Due consideration has been given to both the employees and the taxpayers in adopting the official pay schedules. In setting these official pay schedules, the

principle of like pay for like work, and suitable differences in pay for differences in work, has been duly observed.

(a) GENERAL AND MANAGEMENT PAY SCHEDULE:

(1) The following bi-weekly pay schedule is for all pay grades denoted with the suffix "G" or "M".

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	5	6	7	8	9	10	11	12	13
Step									
1								1388	1531
2								1410	1554
3							1374	1432	1578
4							1396	1453	1602
5							1417	1476	1626
6							1439	1499	1651
7							1461	1521	1677
8							1483	1545	1703
9						1364	1506	1569	1728
10						1384	1529	1592	1755
11						1406	1552	1617	1782
12						1428	1576	1642	1809

13						1449	1600	1667	1836	
14					1353	1472	1624	1692	1864	
15					1374	1495	1649	1718	1893	
16					1396	1517	1675	1745	1922	
17					1417	1541	1701	1772	1951	
18					1439	1565	1726	1798	1981	
19					1461	1588	1753	1826	2011	
20				1343	1483	1613	1780	1854	2041	
21				1364	1506	1638	1807	1882	2072	
22				1384	1529	1662	1834	1911	2104	
23				1406	1552	1688	1862	1939	2136	
24				1428	1576	1714	1891	1969	2169	
25			1333	1449	1600	1740	1920	1999	2202	
26			1353	1472	1624	1766	1949	2030	2236	
27			1374	1495	1649	1793	1979	2061	2270	
28			1396	1517	1675	1821	2009	2093	2305	
29			1417	1541	1701	1849	2039	2125	2340	
30	1312	1323	1439	1565	1726	1877	2070	2170	2392	

1

Grade	14	15	16	17	18	19	20	21	22	23

Step										
1	1754	2010	2306	2646	3034	3486	4003	4319	4659	5028
2	1781	2040	2341	2686	3082	3538	4063	4384	4729	5105
3	1809	2071	2377	2727	3128	3592	4125	4450	4800	5182
4	1836	2103	2413	2769	3175	3646	4188	4517	4872	5260
5	1864	2135	2450	2811	3224	3702	4251	4585	4945	5340
6	1893	2168	2487	2853	3272	3757	4315	4654	5020	5420
7	1922	2201	2526	2896	3322	3814	4380	4724	5096	5501
8	1951	2235	2564	2941	3372	3872	4445	4795	5174	5585
9	1981	2269	2603	2985	3424	3930	4512	4867	5252	5669
10	2011	2304	2642	3030	3475	3990	4580	4940	5331	5755
11	2041	2339	2682	3077	3528	4051	4649	5014	5412	5841
12	2072	2375	2723	3123	3581	4112	4719	5090	5493	5930
13	2104	2411	2765	3170	3636	4174	4791	5168	5575	6019
14	2136	2448	2807	3219	3690	4236	4863	5246	5660	6110
15	2169	2485	2849	3267	3746	4300	4936	5325	5745	6202
16	2202	2524	2892	3317	3803	4365	5010	5405	5832	6295
17	2236	2562	2937	3367	3860	4431	5085	5487	5919	6390
18	2270	2601	2981	3419	3919	4498	5162	5569	6009	6487
19	2305	2640	3026	3470	3979	4566	5241	5654	6100	6585

20	2340	2680	3072	3523	4039	4635	5320	5739	6191	6684
21	2376	2721	3119	3576	4099	4705	5400	5826	6285	6785
22	2412	2762	3166	3631	4161	4776	5482	5913	6380	6887
23	2449	2805	3215	3685	4224	4848	5564	6003	6476	6991
24	2486	2847	3263	3741	4288	4921	5649	6093	6573	7096
25	2525	2890	3312	3798	4353	4996	5734	6185	6672	7203
26	2563	2934	3363	3855	4419	5071	5821	6279	6773	7311
27	2602	2979	3413	3914	4486	5147	5908	6374	6875	7421
28	2641	3024	3465	3973	4554	5224	5998	6469	6979	7533
29	2681	3070	3517	4032	4623	5303	6088	6567	7084	7647
30	2742	3149	3611	4148	4762	5469	6282	6782	7320	7904

(b) TRADES PAY SCHEDULE:

(1) The following bi-weekly pay schedule is for all pay grades denoted with the suffix "T".

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	31	32	33	34	35	36	37	38	39	40
Step										
1			1337	1400	1465	1534	1607	1679	1758	1843
2			1358	1421	1487	1557	1632	1705	1785	1870
3		1318	1378	1443	1510	1581	1656	1730	1813	1899

4		1339	1400	1466	1533	1606	1682	1757	1841	1928
5		1360	1421	1488	1556	1630	1708	1784	1868	1958
6	1317	1380	1443	1511	1580	1655	1733	1811	1897	1988
7	1338	1402	1466	1535	1605	1681	1760	1839	1926	2018
8	1359	1423	1488	1558	1629	1707	1787	1866	1956	2049
9	1379	1445	1511	1582	1654	1732	1815	1895	1986	2080
10	1401	1468	1535	1607	1680	1759	1843	1924	2016	2112
11	1422	1490	1558	1632	1706	1786	1870	1954	2047	2143
12	1444	1513	1582	1656	1731	1814	1899	1984	2078	2176
13	1467	1537	1607	1682	1758	1842	1928	2014	2109	2209
14	1489	1560	1632	1708	1785	1869	1958	2045	2141	2243
15	1512	1584	1656	1733	1812	1898	1988	2075	2174	2277
16	1536	1609	1682	1760	1840	1927	2018	2107	2207	2312
17	1559	1634	1708	1787	1867	1957	2049	2139	2241	2347
18	1583	1658	1733	1815	1896	1987	2080	2172	2275	2383
19	1608	1684	1760	1843	1925	2017	2112	2205	2310	2419
20	1633	1710	1787	1870	1955	2048	2143	2239	2345	2457
21	1657	1736	1815	1899	1985	2079	2176	2273	2381	2494
22	1683	1762	1843	1928	2015	2110	2209	2308	2417	2532
23	1709	1789	1870	1958	2046	2142	2243	2343	2454	2570

24	1735	1817	1899	1988	2076	2175	2277	2379	2492	2609
25	1761	1845	1928	2018	2108	2208	2312	2415	2530	2648
26	1788	1873	1958	2049	2140	2242	2347	2452	2568	2688
27	1816	1901	1988	2080	2173	2276	2383	2490	2607	2730
28	1844	1930	2018	2112	2206	2311	2419	2528	2646	2771
29	1872	1960	2049	2143	2240	2346	2457	2566	2686	2813
30	2036	2129	2230	2336	2437	2559	2678	2797	2937	3067

(c) FIRE DIVISION PAY SCHEDULE:

The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Division Pay Schedule in effect. The following bi-weekly pay schedule is for all pay grades denoted with the suffix "F".

FIRE BI-WEEKLY RANGE OF PAY

	Class Codes							
	2211 2221	2212 2222	2215 2226	2216	2227	2231	2235	2239
Current Years of Service	69F	69F	72F	74F	77F	78F	81F	83F
0	2189							
1		2249						
2		2306						
3		2410						
4		2462						
5		2528						

6	2596						
7	2724	3397					
8	2816	3516					
9	2911	3638	3952				
10	2920	3647	3960				
11	3001	3723	4041	4368			
12	3011	3731	4050	4376	4478	4683	5452
13	3020	3740	4059	4385	4612	4816	5469
14	3028	3748	4067	4394	4620	4826	5487
15	3037	3758	4076	4403	4629	4834	5504
16	3045	3766	4084	4412	4637	4843	5521
17	3054	3775	4094	4420	4647	4851	5539
18	3062	3784	4106	4429	4656	4860	5557
19	3071	3792	4111	4438	4664	4869	5574
20	3079	3801	4120	4447	4673	4878	5592

(d) POLICE DIVISION PAY SCHEDULE:

The following bi-weekly pay schedule is for all pay grades denoted with the suffix "D".

POLICE BI-WEEKLY RANGE OF PAY

	Class Codes								
	2513	2514	2522	2524	2526	2532	2534	2536	2538
Current Years of Service	69D	69D	71D	72D	74D	77D	78D	81D	83D
0	2189								
1		2249							
2		2306							
3		2410							
4		2462							
5		2528	2980						
6		2596	2987						
7		2724	3138	3397					
8		2816	3246	3516					
9		2911	3359	3638	3952				

10	2920	3367	3647	3960				
11	3001	3438	3723	4041	4368			
12	3011	3446	3731	4050	4376	4478	4683	5452
13	3020	3455	3740	4059	4385	4612	4816	5469
14	3028	3464	3748	4067	4394	4620	4826	5487
15	3037	3472	3758	4076	4403	4629	4834	5504
16	3045	3482	3766	4084	4412	4637	4843	5521
17	3054	3490	3775	4094	4420	4647	4851	5539
18	3062	3499	3784	4106	4429	4656	4860	5557
19	3071	3507	3792	4111	4438	4664	4869	5574
20	3079	3516	3801	4120	4447	4673	4878	5592

(**e) ELECTED OFFICIAL PAY SCHEDULE:**

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect and extends through the term of office for each elected official:

GRADE	**BI-WEEKLY RATE**
1E	$3596
2E	$4315
3E	$5070

(2) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," shall become effective beginning with any term of office starting after the effective date of this ordinance:

GRADE	**BI-WEEKLY RATE**
1E	$3815
2E	$4714
3E	$5540

(f) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute a promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee in Section 2(a) or 2(b) to be eligible for shift differential compensation, the employee must work a shift that requires the completion of four (4) hours of work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive shift differential if they are regularly scheduled to work at least four (4) hours between 4:00 p.m. and 8:00 a.m. the following morning. Employees shall be entitled to receive shift differential compensation for no more than one shift worked between the hours of 4:00 p.m. and 8:00 a.m. Employees who are assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) or 2(b) the shift differential premium shall be one percent (1%) of the employee's base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

An employee whose pay range is established in Section 2(a) or 2(b) shall receive shift differential for working a portion of an eligible shift, provided the portion of the shift not

worked is charged to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour shall not be counted toward the payment of the differential.

(2) For those employees whose pay range is established in Section 2(c), the shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly assigned 24-hour shift to be eligible for any shift differential for the shift. Such employees shall not receive shift differential for overtime worked, which is not part of their regular schedule. This provision will not go into effect until shift differential is agreed upon by the Director of Personnel and the Union (Local 73) in writing.

Except shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment Dispatcher classifications whose pay range is established in Section 2(c).

(3) For Police Officer Trainees and employees whose pay grade is denoted with the suffix D, the night shift differential shall be ten percent (10%) of the hourly rate for all full hours worked between the hours of 11 p.m. and 7 a.m. and all eight (8) hour shifts beginning between 10:30 p.m. and 11:30 p.m.

(4) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(g) WEEKEND DIFFERENTIAL: When employees whose pay range is established in Section 2(a) or 2(b) work on a Saturday and/or a Sunday they shall be eligible for weekend differential. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend differential when it is part of their regularly scheduled work hours. This differential shall be one percent (1%) of an employee's base bi-weekly rate. An employee shall receive weekend differential for working any portion of an eligible day. This differential shall only be paid for full hours worked. Weekend differential shall not be paid to employees compensated on an hourly or per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(h) COMMUTING ALLOWANCE: Employees residing within the corporate limits of the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of one hundred eighty dollars ($180.00) bi-weekly on the effective date of this ordinance. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting. City employees who are temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis shall be entitled to a per diem rate for the duration

of the assignment. No employee living outside of the corporate limits of the City of St. Louis shall receive a commuting allowance.

A period of absence of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee shall immediately be eligible to resume receiving commuting allowance, reduced in proportion to the time the employee did not work due to absence.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate limits of the City of St. Louis to the work site and back shall not be entitled to the commuting allowance.

(i) BOARD AND COMMISSION STIPENDS:

Title	**Code**	**Stipend**
Member, Building Energy Improvement Board	1979-00-B	$50 per meeting
Member, Airport Commission	1980-00-B	$53 per meeting, up to 24 meetings a year
Member, Board of Adjustment	1981-00-B	$75 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	$60 per meeting
Member, Board of Equalization	1983-00-B	$150 per day
Member, Board of Engineers	1984-00-B	$45 per meeting, up

			to 2 meetings a week
Member, Board of Examiners of Plumbers		1985-00-B	$60 per month
Member, Board of Examiners of Fumigators		1986-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors		1987-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Tax Appeals		1988-00-B	$60 per meeting
Member, Civil Service Commission		1989-00-B	$55 per meeting up to 30 meetings a year
Member, Board of Building Appeals		1990-00-B	$60 per meeting, up to 50 meetings a year
Member, Board of Building Code Review		1991-00-B	$60 per meeting, up to 1 meeting a week
Member, Boiler Rules Committee		1992-00-B	$45 per meeting
Member, Committee of Electrical Examiners		1993-00-B	$45 per meeting, up to 15 meetings a year
Member, Committee on Plumbing Review		1994-00-B	$45 per meeting, up to 15 meetings a year

Member, Demolition Contractors' Certification Board	1995-00-B	$45 per meeting, up to 15 meetings a year
Member, Board of Merchants' and Manufacturers' Tax Equalization	1996-00-B	$83 per day in session, up to 60 meetings during regular 12 week session, but not to exceed 105 meetings a year
Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per day, per meeting or per month rate established above.

(j) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating

similar employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except that an appointing authority, with the prior approval of the Director of Personnel, and when sufficient funds have been appropriated for the fiscal year, may establish a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly rate employees who would be entitled to employee benefits.

(k) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(l) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be available for a call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(l) may include reasonable minimum pay guarantees for employees required to return to the work site to perform emergency duties. The provisions of

this Section 2(l) shall not be construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(m) The Director of Personnel may authorize payment of special recruitment incentives, travel, moving and related expenses to recruit employees for positions when funds for this purpose are appropriated.

(n) The Director of Personnel may approve the payment of hiring incentives to current employees to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the position for which the recruitment is made.

(o) (1) An appointing authority, with the prior approval of the Director of Personnel, may establish cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity or effectiveness. The incentives offered may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose.

(2) The Director of Personnel, upon the request of the appropriate appointing authority, may establish a program of cash awards or other incentives, not to exceed ten percent (10%) of annual salary, paid as an addition to pay, for the purpose of providing additional compensation for employees who are fluent in a foreign language and who use this skill in the necessary and regular recurring performance of the duties of their position. Cash

awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel.

(3) Notwithstanding any other provision in this ordinance, the Director of Personnel is authorized to extend the maximum of the pay ranges by up to forty percent (40%) for the purpose of compensating positions which are extremely hard to fill.

(4) The Director of Personnel may provide an Employee Suggestion Program which grants cash and other awards to recognize employee suggestions which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to pay, which does not change an employee’s bi-weekly rate. The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(p) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a higher rate than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the prior approval of

the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications, registrations or certifications related to the duties of the position and when such academic qualifications, registrations, or certifications are not deemed necessary qualifications for the class of position.

The Director of Personnel may also establish other incentive or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives or reimbursements awarded under such programs do not result in an employee being ruled ineligible for incentives or salary increases permitted under other sections of this pay ordinance.

(q) In Skilled Trades classes, defined as those that have bona fide apprenticeship programs registered with the Department of Labor or documented attainment of equivalent apprenticeship programs, employees who have completed such apprenticeship programs and attained journeyman status shall be granted the special skills recruitment rate for the class if a special skills recruitment rate exists for the class. Employees in classes in the Trades Pay Schedule who have completed alternative training programs established and approved by the Director of Personnel, and attained journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a rate exists for the class.

(r) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by employees for the

purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted, therefore.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefore, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars ($50.00) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift. Employees whose pay is established under Section 2(d) of the ordinance may be reimbursed for damages to personal property sustained while in the course and scope of employment in accordance with Police Division policies.

(s) An appointing authority that requires employees to provide and maintain their own tools shall provide a tool replacement program and/or annual maintenance allowance, with the prior approval of the Director of Personnel.

(t) (1) Contingency assignment differential may be paid for certain assignments when immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave, emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment, not to extend more than one pay period. The Director of Personnel will determine the assignments for which Contingency Assignment Differential will be paid. The

assignment of an employee to said assignment having a contingency assignment differential will be determined by the appointing authority from an existing eligible list and will not constitute a promotion or advancement in pay. In addition, the removal of an employee from said assignment shall not constitute a demotion or reduction in pay. If an eligible list is not available, an appointing authority may submit to the Director of Personnel the name of the employee being considered for the assignment to determine if they meet the necessary minimum qualifications for the position being considered.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the contingency assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked or one percent (1%) of the employee's regular base bi-weekly rate for each shift assignment covered, not to exceed one (1) pay period.

(2) Temporary assignment differential will be paid for certain assignments when a vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave, etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but not more than thirteen (13) pay periods, and offset by any days that the employee by reason of absence is not fulfilling the assignment. The Director of Personnel will determine the assignments for which the temporary assignment differential will be paid. The assignment or removal of an employee from said assignment having a temporary assignment differential will be determined by the appointing authority and will not constitute a promotion, demotion, advancement, or reduction in pay. The intended employee must meet

the minimum qualifications for the position to be assigned. The temporary assignment differential shall be computed as an addition to pay and not affect the employee's regular bi-weekly rate.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the temporary assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may require the establishment of a department policy on temporary assignment differential pay and must sign off on the policy prior to authorizing temporary assignment differential.

(u) City employees who are required by their appointing authority to routinely use their personal vehicle in the performance of their duties shall be compensated by receiving a vehicle maintenance and use allowance of two hundred ninety-seven dollars ($297.00) per month. Eligible employees who use their personal vehicle with reduced frequency shall be entitled to a vehicle maintenance and use allowance which is reduced in proportion to the reduced frequency of use, subject to the approval of the Director of Personnel.

(v) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, parking expenses incurred by employees, when funds have been budgeted, therefore.

SECTION 3.

EDUCATION REIMBURSEMENT

An appointing authority may, with the prior approval of the Director of Personnel, authorize salary payments, payments of tuition expenses, fees, books and related material in whole or in part to employees to permit them to attend school, visit other governmental agencies or in any approved manner to devote themselves to improvement of knowledge or skills required in the performance of the duties of their position.

The Department of Personnel may reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of their positions or in higher positions, when funds have been allocated in the Department's budget.

An appointing authority, with the approval of the Director of Personnel, may establish a program to reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of the duties of their positions or to improve their professional, technical or managerial knowledge or skill.

SECTION 4.

SALARY RANGE LIMITATIONS

No employee in the Classified Service shall be paid at a rate lower than the minimum or higher than the maximum of the salary range established for the class to which his/her position has been allocated, except as otherwise provided in this ordinance.

SECTION 5.

STARTING SALARY

(a) The rate of pay for an excepted position to be paid upon original appointment to the class shall be determined by the appointing authority for the excepted position.

(b) Except as otherwise provided in this ordinance, the minimum rate of pay for a position shall be paid upon original appointment to the class unless the Director of Personnel finds that it is difficult to secure the services of persons with minimum qualifications or experienced qualified persons at the minimum rate.

The Director may establish a recruitment rate for a single position or all positions in a class and authorize employment at an amount above the minimum but within the regular range of salary established for the class. When a recruitment rate is established for an entire class, employees already in such class may have their salaries adjusted to appropriate rates in the new range resulting from the establishment of the recruitment rate.

(c) Employees with permanent status who are eligible for reemployment as determined by the rules of the Department of Personnel shall be reemployed at an appropriate rate within the salary range which takes into consideration the employee's prior service in the position, as determined by the Director of Personnel.

SECTION 6.

PROMOTION, DEMOTION, REALLOCATION,

TRANSFER AND TEMPORARY PROMOTION

An employee who is transferred, promoted, demoted, or whose position is reallocated after the effective date of this ordinance, shall have his/her rate of pay for the new position determined as follows:

(a) Promotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class with a higher pay grade or a higher starting minimum salary.

(1) When an employee is promoted to a position in the General, Management or Trades Pay Schedule, the employee's current bi-weekly rate of pay shall be set at a rate which is five percent (5%) higher than the rate received immediately prior to the promotion or adjusted to the nearest step in the new pay matrix which is not less than but is closest to a rate which is five percent (5%) higher than the rate received immediately prior to promotion. An appointing authority, with the prior approval of the Director of Personnel, may increase the pay of an employee up to twenty percent (20%), adjusted to the nearest step, when such action is needed to attract experienced, qualified candidates for a position. Such salary determinations shall take into consideration the nature and magnitude of the accretion of duties and responsibilities resulting from the promotion. However, no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(2) Temporary Promotion: When an employee, whose salary range is established in Section 2(a) or 2(b), is certified and temporarily promoted to a vacant position, for a limited duration, the employee's current salary shall be adjusted as provided in Paragraph (a)(1) of this Section. Upon expiration of the temporary promotion, the employee shall be returned to his/her former rate of pay, adjusted by any increases the employee would have

received in the absence of the temporary promotion. In no case shall the employee's salary be above the maximum of the salary range, unless otherwise provided for in this ordinance.

Employees whose salary ranges are established in Section 2(c) or 2(d) of this ordinance, upon receipt of a temporary promotion, shall be granted the new rank with a salary adjustment based on appropriate years of service in accordance with procedures established for a regular promotion. At the end of the temporary promotion, the employee shall be returned to the rank held immediately prior to the temporary promotion. The employee's rate of pay shall be based on the appropriate years of service.

(b) Demotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class which has a lower pay grade and a lower starting minimum salary.

(1) If an employee is demoted for disciplinary reasons in accordance with the rules of the Department of Personnel and Civil Service Commission and established disciplinary procedures, his/her rate of pay shall be established at a rate within the range for the new position which is at least five percent (5%) lower than the rate received immediately prior to the demotion or reduced to the nearest step which is at least five percent (5%) lower than the rate received immediately prior to the demotion, except no employee shall be reduced below the minimum of the range unless otherwise provided for in this ordinance. The amount of the reduction shall be determined by the appointing authority, with the approval of the Director of Personnel.

(2) If an employee accepts a voluntary demotion, his/her current rate of pay shall be reduced within the range for the new position which is five percent (5%) lower, to the closest downward step, than the rate received immediately prior to demotion, except that employees who are in a working test period and demote to their previous class of position or pay grade, will return to the rate or step received immediately prior to the promotion, plus any adjustments as otherwise provided in this ordinance. No employee shall be paid less than the minimum nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(3) When an employee is demoted for reasons in the best interest of the City Service as determined by the Director of Personnel, his/her salary may be reduced by reason of the new salary range and grade with the prior approval of the Director of Personnel. If the salary of such employee is above the maximum for the new position, the employee's salary shall not be increased so long as he/she remains in the position, except as otherwise provided by this ordinance.

(c) Reallocation:

(1) If the employee's position is reallocated to a class in a lower pay grade, his/her salary shall remain unchanged or adjusted to the closest step provided the employee's rate of pay shall not be reduced.

(2) The salary of an employee whose position is allocated to a class in a higher pay grade shall be determined in accordance with the provisions of this Section 6(a)(1) relating to salary advancement on promotion.

(d) Transfer: The salary rate of an employee who transfers to a different position in the same class, or from a position in one class to a position in another class in the same pay grade, shall remain unchanged, provided that no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(e) Over Maximum: The salary of an employee, which is in excess of the maximum of the range prescribed by this ordinance for the class and grade to which his/her position has been allocated or may be reallocated, shall not be reduced by reason of the new salary range and grade. The salary of such employee shall not be increased so long as he/she remains in the class of position, except as otherwise provided by this ordinance.

SECTION 7.

SALARY ADJUSTMENT

Salary adjustments for all employees in competitive positions shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Competitive positions for which salary is established in Section 2(a) - General and Management Schedule; or Section 2(b) - Trades Schedule:

(1) Any employee whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall receive a service rating in accordance with the Service Rating Manual. The rating together with the standards of performance established in the rating manual shall determine eligibility for a one step within-range (merit) increase at

intervals as outlined in the Service Rating Manual or other pay regulation(s) as determined by the Director of Personnel. Notwithstanding any other section of the compensation ordinance, all employees in the General, Management, and Trades pay schedules who would be eligible to receive an annual step increase as a result of a "Successful" or "Highly Successful" Overall Rating on their regular Service Rating date will receive a 1.5% increase regardless of their current rate or place in the pay schedule.

(2) A non-exempt (Overtime Code 3 or 4) employee whose pay is established in Section 2(a) or 2(b) of this ordinance who receives an Overall Rating of "Unsuccessful" as defined by the Service Rating Manual, may have his/her salary reduced as determined by the standards established in the Service Rating Manual, but not less than the minimum of the pay grade range.

(b) As used in this ordinance, "anniversary date" means the date following fifty-two (52) weeks of continuous service from the date of original appointment or from the date of the last salary adjustment, if other than a temporary reduction in pay for disciplinary reasons, a demotion (not for disciplinary reasons) or an across-the-board ordinance increase, an increase resulting from an authorized incentive program, reallocation or an upgrade of the classification concurrent with adoption of the ordinance. Absence from service as a result of any authorized paid leave, suspensions, military leave, or family/medical leave will not interrupt continuous service. Absence from service for any other cause shall result in breaking continuity of service and establishment of a new anniversary date, except as

otherwise provided in this ordinance. The Director of Personnel may authorize different anniversary dates for an employee or groups of employees.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 2(a) or 2(b) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

With the prior approval of the Director of Personnel, the appointing authority in accordance with the Service Rating Manual, may advance the salary of an employee who demonstrates exceptional performance of duties after serving twenty-six (26) weeks of employment at the same rate in the salary range by not more than ten percent (10%) or to the closest step in the pay range which provides not more than a ten percent (10%) increase; this may be in addition to any merit increase received.

(2) Substandard performance of duties:

An appointing authority may reduce the salary of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range as provided in the Service Rating Manual; providing the employee's salary is above the minimum of the range, established in Section 2(a) or 2(b) and allocated to Overtime Code 3 or Overtime Code 4.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period, as determined by the Director of Personnel, following approval of such salary action.

(d) Competitive positions for which salary is established in Section 2(c) - Fire Division Schedule:

All employees in the Fire Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Probationary Fire Privates shall be advanced to the rate for Fire Privates at the beginning of the first bi-weekly pay period following one (1) year of service. Probationary Fire Equipment Dispatchers shall follow the same schedule.

(e) Competitive positions for which salary is established in Section 2(d) – Police Division Schedule:

All employees in the Police Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Police Probationary Officers who successfully complete their working test period shall be advanced to the rate for Police Officer at the beginning of the first bi-weekly pay period during which such officer's one (1) year anniversary as a Police Probationary Officer occurs, excluding his/her initial time in training at the Police Academy.

(f) Excepted Positions: The pay of an employee in an excepted position shall be adjusted to any rate within the pay range at the discretion of the appointing authority for the excepted position.

(g) The Director of Personnel may approve, at the request of an appointing authority, adjustments to correct or mitigate serious and demonstrable internal pay inequities. Salary

adjustments under this provision shall preclude adjustments to compensate or reward employees for long-term or meritorious service.

(h) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate. Any such decrease shall be made in accordance with the established disciplinary procedures. The decrease shall not be greater than fifteen percent (15%) of the current salary rate. The decrease may be below the minimum of the pay range for the class. The appointing authority may determine the pay decrease shall be effective for a specific number of bi-weekly pay periods provided, however, that such decrease shall not be effective for more than thirteen (13) bi-weekly pay periods.

(i) An employee who is temporarily promoted shall be eligible for within range salary adjustments under provisions of this Section 7.

(j) The Director of Personnel may approve a within range salary adjustment or other incentives to retain employees in positions that are difficult to fill, or because of their unique requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

SECTION 8.

INCOME SOURCES

Any salary paid to an employee in the Classified Service shall represent the total remuneration for the employee, excepting reimbursements for official travel and other payments specifically authorized by ordinance or pay regulation promulgated by the Director of Personnel. No employee shall receive remuneration from the City in addition to the salary

authorized in this ordinance for services rendered by the employee in the discharge of the employee's ordinary duties, of additional duties which may be imposed upon the employee, or of duties which the employee may undertake or volunteer to perform.

Whenever an employee not on an approved paid leave works for a period less than the regularly established number of hours a day, days a week or days bi-weekly, the amount paid shall be proportionate to the hours in the employee's normal work week and the bi-weekly rate for the employee's position. The payment of a separate salary for actual hours worked from two (2) or more departments, divisions or other units of the City for duties performed for each of such agencies is permissible if the total salary received from these agencies is not in excess of the maximum rate of pay for the class.

SECTION 9.

CONVERSION

(a) Pay schedules in Sections 2(a) or 2(b) in **Ordinance Number 71686** shall continue in effect until the beginning of the first bi-weekly pay period starting after the effective date of this ordinance, and the rates to be paid to employees in positions of any classes for which a rate is established or changed in Section 2(a) or 2(b) of this ordinance shall become effective and be adjusted (if necessary) as follows:

The salary of each employee whose pay range is established in Section 2(a) or 2(b) of this ordinance whose class has been allocated to a higher pay grade in the appropriate pay schedule as determined by the Director of Personnel shall have their current salary increased to a rate, rounded to the nearest whole dollar, which is not less than but is closest to a rate

which is five percent (5%) higher than the rate received immediately prior to promotion, but not less than the minimum of the pay range, whichever is the greater. If an employee's salary is between steps, the employee's salary shall be placed at the higher step.

(b) Pay schedules in Sections 2(c) or 2(d) in **Ordinance Number 71686** shall continue in effect until the beginning of the first bi-weekly pay period starting after the effective date of this ordinance.

The salary of each employee whose pay is established in Section 2(c) or 2(d) of this ordinance who previously occupied a step in the pay range within **Ordinance Number 71686** that was greater than step 20, shall be moved to step 20 in the appropriate pay range at the beginning of the first bi-weekly pay period starting after the effective date of this ordinance.

(c) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(d) The salary of an employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(e) The Director of Personnel may establish a special conversion procedure for a class or position in the event that the Director determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(f) All full-time employees whose salary is established in Section 2(a) or 2(b) – General and Management or Trades Pay Schedules whose bi-weekly rate is above step 30 shall have their bi-weekly rate increased by three percent (3%) at the beginning of the first bi-weekly pay period starting after the effective date of this ordinance.

(g) The Director of Personnel shall establish such procedures as needed to place this ordinance into effect and interpret its provisions.

SECTION 10.

PAYMENT OF SALARIES

All compensation for positions in the Classified Service shall be paid bi-weekly. The Director of Personnel and Comptroller shall establish the procedure for listing employees on the various payrolls. The payment due each employee for service, except as otherwise provided, shall be made not later than sixteen (16) days after the end of the bi-weekly pay period. In the event that an employee is dismissed or has been employed for occasional or emergency work, the Comptroller may immediately pay the employee upon termination of service without waiting for the regular bi-weekly pay date of the Department, Division, Section, Office, Agency, Board or Commission where the employee worked.

SECTION 11.

CHANGES TO CLASSIFICATION PLAN

Whenever the Department of Personnel finds it necessary to add a new class to the classification plan, the Director of Personnel shall allocate the class to an appropriate grade and schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the overtime code of an existing class within the classification plan, the Director of Personnel shall change the

overtime code, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the pay schedule of an existing class within the classification plan, the Director of Personnel shall allocate the class to the appropriate schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

The pay grade allocated to a class of position within the classification plan shall remain unchanged for the duration of the existing compensation ordinance. Whenever the Department of Personnel considers it necessary to change the pay grade of an established class of position, such adjustment can only be made concurrent with the adoption of a new compensation ordinance. Recommendation for the allocation of a new pay grade shall be made by the Director of Personnel to the Civil Service Commission for final approval by the Board of Aldermen.

SECTION 12.

PAYROLL FORMS

The Director of Personnel shall prescribe forms on which appointing authorities shall certify to the fact that a vacancy exists in a lawfully created position and to the lawful appointment of a person to fill the position. The Director of Personnel shall indicate on these forms the proper allocation of the position and the rate at which payment is to be made. When approved by the Director of Personnel and submitted to the Comptroller, these forms shall constitute authorization for the initial placing of a person's name on the payroll. The

Comptroller shall not authorize any change in the rate of pay of an individual on the payroll unless approved by the Department of Personnel. The Comptroller shall provide the Department of Personnel with a copy of each payroll audited and found correct within twenty-one (21) days after audit and approval of the payroll by the Comptroller's Office.

SECTION 13.

CERTIFICATION OF PAYROLL

The appointing authority shall certify on each payroll or a subsidiary document that each person whose name appears on the payroll has been lawfully appointed at a salary provided by this ordinance and that the employee has actually worked the time for which he/she will be paid, subject to the provisions of this ordinance governing hours of work and leaves of absence in the Classified Service.

SECTION 14.

MINIMUM WORK HOURS

Each appointing authority shall establish procedures to assure that the employees under his/her supervision are actively engaged in the performance of the duties of their positions in accordance with the provisions of this section.

Each appointing authority shall submit to the Department of Personnel the work schedule established for each position in the work unit. Work schedule reports shall be submitted upon request of the Director of Personnel or whenever the appointing authority proposes to change the permanent work schedule of a position. The work schedule submitted

by the appointing authority shall constitute the normal work schedule for the position when approved by the Director of Personnel.

All employees in the Classified Service shall be in attendance at their work in accordance with schedules established under the provisions of this Section 14, subject to other provisions of this ordinance with respect to hours, holidays, vacation leave, medical leave, furloughs, sick leave, military leave, and leaves of absence with or without pay.

(a) Employees whose salaries are established in Section 2(a) or 2(b): Forty (40) hours shall constitute the average minimum required weekly hours of service in an employment cycle under regular full-time employment for all City employees paid on a bi-weekly basis occupying competitive positions in the Classified Service. The minimum daily and annual service required of such employees shall be in proportion to the average minimum weekly hours established.

Appointing authorities shall so arrange the time for reporting for work, for luncheon intermission, and for quitting work of the various employees under their jurisdiction so that the employees will actually be engaged in active performance of their duties for not less than the average minimum number of hours required.

(b) Management Employees: Appointing authorities for employees occupying full-time positions whose salaries are established in Section 2(a) of this ordinance shall initiate procedures to see that such employees are engaged in the performance of their duties on a full-time basis. Full-time employment for any employee whose classification is denoted in

the Management Schedule shall be defined as an average of forty (40) hours per week of time devoted to the duties of the position on an annual basis.

(c) Uniformed Fire Personnel: Fifty-two (52) hours shall constitute the average required weekly hours of service in an employment cycle under regular full-time employment for all employees in the Division of Fire and Fire Prevention, except that the appointing authority, with the approval of the Director of Personnel, may determine that the minimum work hours provision of Section 14(a) shall apply to employees in certain positions due to the nature of the assignment and/or scheduling requirements. The appointing authority shall so arrange the time for reporting for work and for quitting work of the various employees under the appointing authority's jurisdiction so that the employees will actually be engaged in the active performance of their duties for not less than the average number of hours required.

(d) The work period for employees whose pay is established in Section 2(d) of this ordinance is twenty-eight (28) days. The daily work period for an employee in the position of Police Probationary Officer and Police Officer is eight (8) hours which includes a thirty (30) minute meal period. The meal period is counted as working time; however, an officer unable to take a meal break will not receive additional compensation. The daily work period for an employee in the position of Police Officer Trainee is eight (8) hours. Additionally, Police Officer Trainees shall receive a thirty (30) minute unpaid meal period that shall not be counted as part of their daily work period or work day.

SECTION 15.

OVERTIME

(a) The Department of Personnel shall determine those positions in the Classified Service of the City of St. Louis which are exempt from overtime compensation and those positions which are not exempt from overtime compensation. The overtime codes established for each class in Section 1(a) of this ordinance shall be interpreted as follows:

OVERTIME CODE (OVTM):

1 These classes are primarily managerial in nature, but may also include some professional or administrative classes that are ineligible for overtime pay under all but emergency conditions as described in Section 15(d) of this ordinance.

2 These are supervisory, professional, and administrative classes that are exempt from overtime compensation, but which the City compensates for overtime at the straight (1.0x) time rate.

3 These are non-exempt classes that receive overtime compensation at the one and one-half (1.5x) time rate.

4 These non-exempt classes work an average bi-weekly work schedule of 84 hours and, therefore, receive overtime compensation at the one and one-half (1.5x) time rate.

Appointing authorities are prohibited from changing employee work schedules to avoid the payment of overtime.

For purposes of determining overtime pay rates for non-exempt employees, the regular hourly rate of pay shall be used.

Any employee in a class which has been allocated to Overtime Code 4 (non-exempt) in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the one and one half (1.5x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle for all non-exempt (Code 4) positions in the work unit. Whenever a non-exempt (Code 4) employee works in excess of forty (40) hours in a work week, the employee will be paid at the one and one half time (1.5x) rate. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty-four (84) for full-time employment. The regular hourly rate of pay for a non-exempt (Code 4) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Any employee in a class which has been allocated to Overtime Code 3 (non-exempt) in this ordinance shall be compensated for overtime work in accordance with the provisions of this section. Each appointing authority shall designate and submit to the Director of Personnel the official work week and schedule or work cycle for all non-exempt positions in the work unit. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment.

Whenever an Overtime Code 3 employee whose pay matrix is in Section 2(a) or 2(b), works hours in excess of the maximum established for an official work week or work cycle,

usually forty (40) hours in a work week such hours shall be paid at the one and-one-half time (1.5x) rate. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Overtime Code 3 employees whose pay matrix is in Section 2(c) of this ordinance who are working a nineteen (19) day work cycle are eligible to receive overtime after one hundred forty-four (144) hours are worked in a work cycle, except that the Fire Division shall pay overtime for emergency work at the end of a shift or emergency work required on a separate, non-scheduled day, even if the total number of hours worked in the work cycle is not in excess of one hundred forty-four (144) hours. These employees shall not receive additional compensation for regularly scheduled hours in excess of one hundred forty-four (144) hours if they do not actually work more than one hundred forty-four (144) hours in the work cycle; provided however, that in addition to the actual hours worked, jury leave, vacation leave, compensatory time and "O" days shall count as hours worked for the purpose of determining eligibility for overtime compensation. Days scheduled off to reduce average work week to fifty-two (52) hours, compensatory time, vacation, “O” days, and holiday time shall be scheduled consistent with a reasonable vacation and holiday leave policy to avoid the necessity of actually working more than one hundred forty-four (144) hours during any work cycle.

Police Officer Trainees, Police Probationary Officers and Police Officers shall be paid overtime, defined as one and one-half time (1.5x) the employee’s regular standard rate of pay,

for all hours worked in excess of their eight (8) hour work day or any hours worked on a scheduled day off. Only hours actually worked shall count toward overtime pay.

Police Sergeants – whose salary is established in Section 2(d) of this ordinance shall be paid overtime, as defined as one and one-half time (1.5x) the employee's regular standard rate of pay, for all hours actually worked in excess of one hundred sixty (160) hours in a twenty-eight (28) day work period. In addition to hours physically worked, paid vacation, compensatory time, holidays, discretionary holidays, and sick-injured time shall count toward the 160-hour threshold during the 28-day period that must be met to earn overtime. These employees shall receive additional compensation for authorized overtime, court time, and court standby time whenever the total accumulated time exceeds forty (40) hours.

(b) Any employee in a class which has been allocated to Overtime Code 2 in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the straight (1.0x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle, which is usually forty (40) hours, for all exempt (Code 2) positions in the work unit. Whenever a full-time employee in an exempt (Code 2) position is directed by management, with the approval of the appointing authority, to work hours in excess of the maximum established for an official work week or work cycle it shall be considered overtime. In addition to the actual hours worked, only paid vacation time, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation. Straight time (1.0x) overtime shall be compensated at the employee's regular hourly rate of

pay, or by granting the eligible employee compensatory time off at the rate of one (1) hour for each hour of overtime worked. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment. The regular hourly rate of pay for an exempt (Code 2) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period.

(c) Part-time bi-weekly paid employees and employees paid on an hourly or per performance basis shall be compensated for overtime work in accordance with the overtime provisions of this section and with consideration for community practices in compensating similar employment.

(d) An appointing authority may compensate Overtime Code 1 employees at the straight-time (1.0x) rate, when both of the following conditions exist: 1) the Mayor of the City of St. Louis declares an emergency due to serious and protracted conditions which threaten continuous City Service, preservation of public peace, health, or safety, and 2) the appointing authority directs an employee or group of employees to work in excess of forty (40) hours per week. The appointing authority shall maintain attendance records of the assignment(s) and submit such records at the request of the Director of Personnel.

(e) Employees who wish to use compensatory time earned in lieu of pay must make their request in writing at least twenty-four (24) hours in advance of the day or days requested. The appointing authority shall keep in mind the staffing needs of the department when granting time off, but in any case time off will not be unreasonably denied.

Pay shall be the regular method of compensation for recorded overtime hours of work for employees in classes with Overtime Code 3 and Overtime Code 4. However, an appointing authority shall compensate a non-exempt bi-weekly paid employee for overtime work by granting the employee compensatory time off in lieu of pay only if the employee requests compensatory time, in writing.

Employees engaged in public safety, emergency response or seasonal activity as defined by the Director of Personnel may have a maximum balance of two hundred forty (240) hours of compensatory time; except that Police Officer Trainees, Police Probationary Officers, Police Officers, and Police Sergeants shall only be allowed to accumulate up to forty (40) hours of compensatory time. All other employees are allowed a maximum balance of one hundred twenty (120) hours of compensatory time excluding compensatory time earned for working on a holiday. These maximum balances of compensatory time shall apply to employees working an average work week of forty (40) hours; the maximum balance of compensatory time for employees whose average work week is more or less than forty (40) hours shall be proportionate. No provision of this section establishing a maximum balance of compensatory time shall serve to cancel any compensatory time due to an employee or to deny an employee payment for recorded compensatory time earned in accordance with the provisions of the compensation ordinance in effect at the time the compensatory time was earned.

Each appointing authority shall establish procedures to assure that non-exempt employees are promptly granted time off when such employees request to use their earned

compensatory time. Appointing authorities may not deny non-exempt employees' requests for earned compensatory time off except when such approval would create an extreme business hardship. For employees occupying the position of Police Officer Trainee, Police Probationary Officer, and Police Officer compensatory time may be used at such times and in such blocks as are mutually agreed upon between the supervisor and the employee and it shall not be unreasonably denied by the supervisor if operating requirements will not be adversely affected. When an appointing authority determines that the work schedule of the organization will not permit the granting of such time off, the appointing authority shall pay the employee in that same pay period for all or a portion equivalent to the time requested of the employee's accrued compensatory time. This provision requiring the prompt granting of requested time off applies only to compensatory time that is earned as a result of the employee working overtime; it does not apply to compensatory time earned as a result of an incentive program or award program.

Compensatory time earned by exempt employees shall be granted at the discretion of the appointing authority and upon request of the employee.

(f) Before an employee is transferred, promoted or demoted from a position under one appointing authority to a position under another appointing authority or to another unit with a different appropriation, all compensatory time shall be granted or paid. Upon termination all compensatory time shall be paid. Upon the death of an employee, the person or persons entitled by law to receive any compensation due to the employee shall be paid any amount due to the employee on the date of death.

(g) All departments shall keep daily attendance records of classified employees and shall submit periodic reports of: 1) unexcused absences and leaves; 2) overtime earned, granted, and paid; or 3) the non-occurrence of same to the Director of Personnel in the form and on the dates specified.

SECTION 16.

HOLIDAYS

(a) Classified employees working full-time who are paid a bi-weekly rate shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following designated holidays:

DATE	**HOLIDAY**
January 1	New Year's Day
Third Monday in January	Rev. Martin Luther King, Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
June 19	Juneteenth Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

In addition to the above enumerated designated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay as established by this Section 16 on any day or partial day the Mayor declares by proclamation the closing of City offices.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) or 2(b) of this compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St. Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) In addition to the above eleven (11) designated holidays, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, shall receive five (5) personal (discretionary)

holidays which shall be scheduled in accordance with department policies; Police Division civilian employees hired on or after September 1, 2013, shall receive no personal (discretionary) holidays.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(c) In addition to the above eleven (11) designated holidays, employees in Section 2(d) shall receive an additional five (5) personal holidays which shall be scheduled in accordance with Police Division policies.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance and Police Officer Trainees, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(d) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of Personnel. When full-time employees, whose pay is established in Section 2(a) or 2(b) of this compensation ordinance, excluding employees of the Police Division, are required to work on

a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift. When full-time bi-weekly rate employees of the Police Division whose pay is established in 2(a), 2(b) or 2(d) are required to work on a holiday, they shall be entitled to leave with pay on another date designated by the appointing authority in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.

Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

Employees of the EMS Service, whose positions are classified as EMS Dispatcher, EMS Lead Dispatcher, EMT (Emergency Medical Technician), Paramedic, or Paramedic Crew Chief, will be compensated with pay in lieu of compensatory time for all holidays and receive twelve (12) hours of personal day leave.

If an employee is docked from the payroll for one hour or more on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday, or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly rate employees shall be compensated for holidays in proportion to the percentage of time they are regularly

scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation, except as otherwise provided in this ordinance.

In the event that the holiday schedule established in this Section 16 is revised, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Federal law or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be designed to treat employees in the same manner who work substantially equivalent work schedules.

Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 3 shall be entitled to one hundred forty-four (144) hours of compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 1 or 2 shall be entitled to one hundred twelve (112) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Because of the necessity of maintaining the work schedule of such employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for such employees who are regularly required to work on holidays. Such procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(c) of this ordinance shall receive five (5) days of paid leave which shall be referred to as "O" Days.

SECTION 17.

VACATION

Vacation leave with pay shall be granted to employees paid a bi-weekly rate in permanent competitive positions working fifty percent (50%) time or more. There shall be no advancement of paid vacation leave. The Director of Personnel may establish additional guidelines and policies to govern the administration of vacation leave benefits in the Classified Service.

(a) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date before April 23, 1989, as follows. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)		PAY ESTABLISHED IN SECTION 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	5	130	3	78
5 but less than 10 years	6	156	5	130
10 but less than 15 years	7	182	6	156
15 but less than 20 years	8	208	7	182

20 or more years	9	234	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(b) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date on or after April 23, 1989, as follows. This excludes all civilian employees who were employed by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(c) Employees employed on or after July 18, 2010, will not have the 40 hours added to their vacation balance upon completion of five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service.

(d) Employees whose pay is established in Section 2(a) or 2(b) employed by the Board of Police Commissioners immediately prior to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City shall accrue vacation hours as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16

21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(e) Police Division employees whose pay is established in Section 2(a) or 2(b) who were hired on or after September 1, 2013, shall accrue vacation hours as listed below:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

(f) Employees whose pay is established in Section 2(d) of this ordinance and employees whose pay is established in Section 2(a) or 2(b) and were employed by the Board of Police Commissioners immediately prior to September 1, 2013, and remain so employed shall earn vacation time in accordance with the following schedule on employment anniversary dates as follows:

PAY ESTABLISHED IN SECTION

	2(a) or 2(b) or 2(d)	
Length of	Bi-Weekly	Annual
Cumulative Service	Accrual Rates	Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(1) For employees whose pay is established in Section 2(d), forty (40) hours of vacation leave may be taken in one (1) hour increments.

(2) Vacation time is accrued on a bi-weekly basis. No employee will be entitled to or allowed to take any vacation until ninety (90) days of continuous employment from the date of employment.

(g) All references in this ordinance, except as otherwise noted, to accrual rates, additions to, and accrual maximums for vacation are for employees working a scheduled work week of forty (40) hours. Vacation rates, additions and maximums shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. When an eligible employee's scheduled work week is changed, the employee's rate of accrual shall be changed proportionately. All references in this ordinance to cumulative service for vacation shall mean cumulative service without a break in service of more than one year, except as provided otherwise in this ordinance. No employee who works less than

fifty percent (50%) time or who is serving in a limited-term position shall be eligible to accrue vacation.

(h) (1) For those employees hired before or after the effective date of this ordinance whose pay is established in Section 2(a), 2(b) or 2(c) who work an average work week of forty (40) hours, the maximum vacation balance shall be six hundred (600) hours. For those employees hired before the effective date of this ordinance whose pay is established in Section 2(d) and who work an average work week of forty (40) hours, the maximum vacation balance shall be five hundred (500) hours. Employees whose pay is established in Section 2(d) who have more than five hundred (500) hours of vacation on the effective date of this ordinance shall receive a one-time payment for all vacation hours accrued and unused over five hundred (500) hours. For those employees hired on or after the effective date of this ordinance whose pay is established in Section 2(d) and who work an average work week of forty (40) hours, the maximum vacation balance shall be two hundred and forty (240) hours. An appointing authority, upon written request and with the prior approval of the Director of Personnel, may authorize an employee or group of employees to exceed these maximums. Vacation accrual maximums for those working more or less than forty (40) hours per week, but at least fifty percent (50%) time shall be proportionate to the number of hours worked in a bi-weekly pay period.

(2) When an employee's full-time average work week is changed, the maximum vacation balance shall be changed proportionately. In addition, the employee shall have his/her current vacation balance adjusted so that the vacation shall maintain the same position

relative to the new maximum balance as existed with the employee's previous maximum balance.

(3) Accrual of vacation shall cease when an employee accumulates the maximum vacation balance established for the assigned work schedule and shall not resume until the vacation balance is less than the maximum amount.

(i) Accrual of vacation shall begin and be credited upon the first bi-weekly pay period and each pay period thereafter, but employees must complete the entire pay period to accrue the vacation leave at the end of said pay period:

(1) of appointment;

(2) of return to duty from leave of absence;

(3) of restoration to employment of one-half (50%) time or more.

Vacation leave shall be granted in whole hour units. On termination of service, any fractional hour shall be made whole. The accrual of vacation leave shall cease on the employee’s last day at work.

(j) Appointing authorities shall be responsible for establishing all vacation leave schedules but may not discipline employees by imposing unusual vacation schedules. Vacation shall be granted to the employee as provided by this ordinance in one of the following ways:

(1) When the employee requests vacation leave in accordance with departmental policies;

(2) When directed to take paid time off by the appointing authority;

(3) When an employee is terminated or resigns from the Classified Service;

(4) When an employee whose salary is established in Sections 2(a), 2(b), 2(c) or 2(d) reaches the established maximum accrual and would cease accruing vacation and notifies the appointing authority in writing of his/her intention to schedule vacation. Such notice shall be at least seven (7) days prior to the first work day the employee intends to take off. If the appointing authority fails to establish a different vacation schedule, the employee may take the paid leave, which was proposed in writing.

(5) With the approval of the appointing authority, an employee may request and receive payment from the appointing authority for forty (40) hours of vacation accrual in lieu of scheduling paid leave provided that the full vacation allowance for that year is not exceeded. This may be done a maximum of once in each calendar year. Management employees may request payment from the appointing authority for up to an additional forty (40) hours of their vacation accrual balances in lieu of scheduling paid leave if their schedules do not permit them to be absent from work. Employees whose pay is established in Section 2(c) of this ordinance may request payment for up to ninety-six (96) hours of vacation. These requests are subject to the prior approval of the Director of Personnel.

(k) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed ninety (90) days of continuous service. When employment is terminated before completing twelve (12) months of continuous service, any previously granted vacation leave shall be deducted from the employee's final pay. When the service of an employee is

terminated after twelve (12) months of continuous service, any accumulated vacation that is due the employee shall be paid.

(l) Employees who separate from the Classified Service, who are certified from a reemployment list, and who return to the Classified Service within twenty-four (24) months of the separation, will be given credit for prior continuous service in determining the vacation accrual rate in accordance with Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the date of the employee's original appointment.

(m) Employees who move to the Classified Service from the Unclassified Service shall be given credit for the years of service in the Unclassified Service in determining the vacation accrual rate in accordance with Section 17(a) or 17(b) of this ordinance and based on the date of the employee's original appointment.

(n) Employees who return to work from a "reemployment from layoff" eligible list shall be eligible to use vacation as soon as it is accrued, unless stated otherwise in this ordinance, provided the employee has completed six (6) months of continuous service prior to the layoff and with approval of the appointing authority. An employee who has completed less than six (6) months of continuous service will be required to complete the remaining portion of the six (6) months period before being eligible to use vacation.

Any such reemployed worker shall be given credit for prior continuous service in determining the employee's vacation accrual rate in accordance with the schedule established in Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the employee's

original appointment. A Commissioned Officer who retires and is rehired as a civilian employee will be considered a new employee for vacation purposes.

(o) Appointing authorities shall be responsible for the management of their vacation schedules so as to most effectively administer their organizations and fulfill the desire of employees in the establishment of leave schedules.

(p) Accrued vacation shall be carried with an employee when transferred, promoted, or demoted from a position under one appointing authority to a position under another appointing authority without a break in service or change in method of pay. Upon the death of an employee, the person or persons entitled by law to receive any compensation due the employee shall be paid the amount due the employee for accrued vacation.

(q) With the approval of the appointing authority, a retiring employee may be paid on the payroll for accrued vacation in the month prior to retirement without inclusion in the employee's final average compensation. An appointing authority may pay previously accrued vacation off in a lump sum to an employee whose service with the City has terminated. Such payment shall be made on the employee's last regular paycheck.

(r) Employees occupying excepted positions in the Classified Service shall be granted vacation at the discretion of their appointing authority. An employee whose term in an excepted position ends and who is then appointed to a permanent competitive position working fifty percent (50%) time or more shall become eligible to accrue vacation leave with pay upon appointment to the competitive position. Length of cumulative service for the purpose of determining rate of vacation leave accrual shall be based on the employee's

original date of appointment to the excepted position, providing there was no break in service between expiration of the excepted position and appointment to the permanent competitive position. The date of appointment to the permanent competitive position shall be used to determine the appropriate rate of vacation accrual for the corresponding length of cumulative service in accordance with the schedule established in Section 17(b).

(s) Appointing authorities shall report leave with pay for vacation and such other authorized absences as the Director of Personnel shall designate to the Department of Personnel in such form and at such time as the Director of Personnel may require.

SECTION 18.

SICK LEAVE

(a) Employees (non-Police Division employees) ceased accruing sick leave beginning July 18, 2010. Employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City ceased accruing sick leave on June 30, 2014. An employee may choose to use his/her sick leave in accordance with regulations established by the Director of Personnel.

(b) An active employee who is a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis, and who applies for retirement and immediately retires from active service, shall receive payment for his/her sick leave balance less any sick leave credited or paid to a member or used in the calculation of retirement benefits under this or any other ordinance(s). If the Employees Retirement System or

Firemen's Retirement System provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be limited to a maximum of fifty percent (50%) of the value of the employee's sick leave balance. If the Employees Retirement System of the City of St. Louis provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be fifty percent (50%) of the value of the employee's sick leave balance at time of retirement.

(c) If a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis who had been otherwise eligible for Normal or Early Service Retirement dies his/her estate may receive payment based on the calculation above on the employee's sick leave balance, if any. Payment shall be made in accordance with the procedures established by the Director of Personnel.

(d) An employee who is reemployed from an authorized layoff shall have his/her prior sick leave balance if any restored, provided this balance has not been used in the determination of pension benefits paid to the retiree.

(e) Commissioned officers will be granted sick leave at the rate of 3.70 hours bi-weekly. In addition, military reinstatements will be credited, on the date of their reinstatement, with the number of sick leave credits accumulated prior to entering the military. Officers hired prior to April 20, 2011, may earn and bank sick leave hours on an unlimited basis until termination from the Division.

(f) Commissioned officers hired prior to April 20, 2011, with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their

accumulated sick leave hours. Officers hired prior to April 20, 2011, who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other officers hired prior to April 20, 2011, terminating their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(g) Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners hired prior to April 20, 2011, and continuously employed by the City who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City who terminate their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(h) All Commissioned officers, excluding Police Officer Trainees, may be eligible to receive paid time off for perfect and near perfect attendance.

(i) There shall be no advancement of paid sick leave. Sick leave shall be paid at full pay at the current rate of compensation.

SECTION 19.

MEDICAL LEAVE

(a) Medical leave with pay shall be granted to bi-weekly rate employees in permanent competitive positions working fifty percent (50%) time or more in accordance with regulations and procedures established by the Director of Personnel.

(1) All employees, unless otherwise stated in this ordinance, shall accrue three (3) hours of medical leave for each bi-weekly pay period of employment but must complete the entire pay period to accrue the medical leave at the end of said pay period. This accrual rate is established for employees working an average work week of forty (40) hours. Medical leave shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. An eligible employee may be granted paid medical leave by his/her appointing authority after completing ninety (90) days of continuous service.

(2) Employees in Section 2(a) or 2(b) hired by the Police Division on or after September 1, 2013, shall accrue medical leave as stated above in Section 19(a)(1).

(3) Employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, shall be entitled to all of the sick and medical leave accrued during such employment. Subject to the provisions of Section 19(a), medical leave with pay shall be

granted at the rate of 3.70 hours bi-weekly to employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, employed by the City and continuously employed by the City on September 1, 2013.

(b) The Director of Personnel may establish a system of cash awards, paid time off or other incentives to reward employees for perfect and near perfect attendance.

(c) An appointing authority shall remove an employee from the payroll for unexcused absence in accordance with regulations and procedures established by the Director of Personnel. When an employee is docked from the payroll under the provisions of this section, the amount deducted from his/her regular bi-weekly rate of pay shall be one times (1.0x) the regular hourly rate as defined in this ordinance for each hour of unexcused absence. If an employee is docked from the payroll for one (1) hour or more in a bi-weekly pay period, he/she will cease to accrue medical leave for the pay period.

(d) If management decides to send their employees or a group of employees home due to inclement weather, they will not lose their medical leave accrual for that pay period.

(e) All leave with or without pay for illness, injury, or physical inability to perform assigned duties shall be recorded on the payroll or a subsidiary document in the manner established by the Director of Personnel. Compensation for periods of absence from work when an employee sustains an injury by accident on the job shall be governed by the provisions of Section 24 (Workers' Compensation and Disability Leave) of this ordinance.

(f) An employee who is reemployed from an authorized layoff shall have his/her prior medical leave balance and sick leave balance restored if any, provided any sick leave balance

has not been credited to the employee's length of service in determining pension benefits paid to the retiree. An employee who is reemployed from an authorized layoff and who has a medical and/or sick leave balance and who completed twenty-six (26) weeks of continuous employment prior to the layoff may take approved medical and/or sick leave upon reemployment.

(g) Each appointing authority shall institute procedures, in accordance with regulations established by the Director of Personnel that will discourage the improper use of medical leave with pay. When an employee is removed from the payroll for absence not approved by the appointing authority, the employee shall be notified promptly in writing.

(h) Employees shall not receive payment for any medical leave balance, and it shall not be used in the calculation of retirement benefits or payments under this ordinance or any other ordinance.

(i) There shall be no advancement of medical leave.

SECTION 20.

MILITARY LEAVE

The City of St. Louis will follow all applicable state and federal laws on the granting of military leave and reemployment rights.

Each employee is required to give advance notice (at least 30 days prior to departure when feasible), preferably in writing, of service obligation or intention to perform services in the uniformed services, unless such notice is prevented by military necessity, as determined by a designated authority, or impossible or unreasonable under all of the circumstances.

Upon the expiration of military leave of absence, the employee shall be reinstated to the class of position he/she occupied at the time the leave was granted without breaking continuity of service. Failure of an employee to report for duty within the time pursuant to state or federal law shall be just cause for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee upon his/her return.

Full-time, permanent employees paid a bi-weekly rate of pay who are called to active duty as a member of the National Guard or any reserve component of the Armed Forces of the United States and who are placed on a military leave of absence will be granted compensation in the amount to offset the difference between the employee's gross bi-weekly pay with the City and his/her total military pay plus allowances if such military pay and allowances is less than the employee's regular gross bi-weekly rate of pay and subject to submission of documentation as required by the Director of Personnel.

SECTION 21.

LEAVES OF ABSENCE AND FAMILY/MEDICAL LEAVE

An employee may request a leave of absence, or an appointing authority may request a leave of absence for an employee, for any reason under the City's general leave policy, or a "Family/Medical Leave of Absence" for certain qualifying reasons under provisions of "The Family and Medical Leave Act of 1993" as provided in this ordinance and under additional provisions and regulations as determined by the Director of Personnel.

(a) An appointing authority, with the approval of the Director of Personnel, may grant an employee in a competitive position a general leave of absence without pay for a period of one (1) year, which may be extended, with the prior approval of the Director of Personnel.

Upon the expiration of such leave of absence, the employee shall be reinstated to the competitive position he/she occupied at the time the leave was granted provided the position is still in existence and he/she are able to perform the duties of the position. The employee shall be reinstated to the competitive position at the same relative rate in the salary range the employee occupied at the time the leave was initiated. Failure of an employee to report for duty promptly at the expiration of the leave shall be just cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee on leave other than military leave or qualifying family/medical leave may be notified by the appointing authority, with the approval of the Director of Personnel, to return prior to the expiration of such leave. Failure of the employee to return within ten (10) calendar days after receipt of such notice shall terminate his/her leave of absence and be just cause for dismissal, subject to any applicable federal, state or local regulations.

(b) The City of St. Louis will follow all applicable state and federal laws on the granting of family/medical leave. The City of St. Louis will provide up to six (6) weeks of paid family/medical leave, in accordance with the City's "Family/Medical Leave Policy."

The Director of Personnel shall establish additional rules, guidelines and procedures for the effective administration of the City's "Family/Medical Leave Policy." The policy shall

comply with all provisions of the "Family/Medical Leave Act of 1993" and any amendments thereafter.

Employees must take all of their accrued time (sick leave, medical leave, vacation leave) prior to being placed on leave without pay status for approved Family and Medical Leave, except employees can keep one (1) week of vacation hours (if they have accrued one (1) week of vacation and are eligible to take them). Employees will be allowed to use all their compensatory time, if requested by employee.

(c) Any employee in a competitive position who is appointed to an excepted position in the Classified Service shall be granted an in-service leave without pay from the competitive position during the term to which he/she is appointed to the excepted position. Such leave shall be for the term of the appointment to the excepted position and until his/her successor qualifies. Upon the expiration of the appointment to the excepted position, the employee shall be reinstated to the competitive position he/she occupied immediately prior to the in-service leave. The employee shall be reinstated to the competitive position as under a temporary promotion pursuant to Section 6(a)(2) of this ordinance. Employees who are returned to a competitive position shall retain any vacation, compensatory time, sick leave, or medical leave balance in effect at the time of granting of the leave of absence for appointment to the excepted position. Employees shall be given credit for time spent in an excepted appointment in computing eligibility for additional vacation leave accrual.

(d) In the event that emergency conditions occur which require the closing of City-operated facilities, or the temporary cessation of functions carried out by classified

employees, the Mayor of the City of St. Louis may declare an emergency and require an employee or group of employees to take leaves of absence with or without pay while such emergency conditions exist. In the event that the Mayor requires that the leave of absence be without pay, an employee with vacation or accrued compensatory time may elect to take the accrued time off with pay in lieu of all or a part of such non-paid leave of absence. Such non-paid leave of absence shall not interrupt continuity of service for vacation accrual. An emergency leave of absence declared by the Mayor shall not exceed ninety (90) days.

(e) Employees who are granted general leaves of absence and other non-paid leaves of absence, except military leave, must take all accrued vacation at the start of the leave of absence except as otherwise provided in this ordinance. Employees who are granted or placed on a non-paid leave of absence will not accrue vacation, sick leave, and medical leave during the period of non-paid leave. Upon the expiration of such leaves of absence, the employee shall follow the procedures as established in this Section 21 and any other applicable regulations and procedures as established by the Director of Personnel.

(f) An appointing authority, with the prior approval of the Director of Personnel, may put an employee on a forced leave of absence with or without pay pending the outcome of an investigation or of a pending disciplinary action against the employee. Employees being placed on forced leave may elect to be placed on either vacation leave or compensatory time.

(g) In the event that a fiscal crisis occurs in the City of St. Louis, employees may request voluntary furloughs. The Director of Personnel may issue regulations to govern the furlough program.

SECTION 22.

INSURANCE BENEFITS

The City of St. Louis is hereby authorized to devise and establish by contract or otherwise plans for life, health, medical, disability, and other insurance coverage deemed necessary for employees in the Classified Service and other employees for the City and their dependents. The Director of Personnel shall develop and administer programs to provide for such coverage. The Director of Personnel shall confer with the Board of Estimate and Apportionment by February 1st of each year regarding coverage plans and the appropriate funding level. The Director shall then be charged with the responsibility of establishing the applicable funding level and remittance rates for the aforementioned plans and certify same to the Comptroller and Budget Director by March 1st of each year. The Director of Personnel may amend said rates as needed.

SECTION 23.

DEATH BENEFIT

In the event any employee of the City whose pay is established by this ordinance dies as a result of injuries arising out of and in the course of his/her employment by the City, the City shall pay compensation in accordance with the Missouri Workers' Compensation Law. The Director of Personnel and the City Counselor shall establish procedures for making the payments required by the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made. Such compensation shall be in addition to any life insurance benefits paid for by the City or by the

employee which is available to the employee's beneficiaries and also in addition to any benefit provided by the Employees Retirement System of the City of St. Louis, the Firemen's Retirement System of the City of St. Louis, or the Firefighters Retirement Plan.

SECTION 24.

WORKERS' COMPENSATION AND DISABILITY LEAVE

(a) Any employee in the Classified Service whose class title and grade are established in Section 1(a) and denoted by the suffix "G," "M," "T" or "E" of this ordinance, including employees who are compensated on a per performance or unit of work basis, who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where an employee's duties are being performed or where an employee's presence is required as part of his/her employment, shall promptly report such injury by accident or occupational disease to his/her immediate supervisor. The supervisor shall in turn report, through the appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. The appointing authority shall promptly provide such written information and recommendations as may be requested by the City Counselor to aid in making the determination of the period of disability.

The employee who suffers a personal injury as described in part (a) of this section, and which results in temporary disability, may elect to use sick or medical leave for the first three (3) days of temporary disability. Thereafter, the employee will be compensated at the rate mandated by the Missouri Workers' Compensation Law. If the period of disability extends fourteen (14) calendar days or more, the three (3) days of sick or medical leave used during

the first three (3) days of disability will be restored to the employee's sick or medical leave balance. The City Counselor shall determine the actual amount of compensation and length of time during which payments are made for such temporary disability in accordance with the Missouri Workers' Compensation Law.

(b) (1) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease while engaged in actual fire suppression, or related emergency response activities on or about the premises where these activities are being performed, or during transportation to and from the scene of the fire, or emergency, shall promptly report such injury to his/her immediate supervisor. The injury shall be promptly reported through appropriate management personnel to the Director of Personnel and the City Counselor. During the period of temporary disability which has been determined by the City Counselor to be a result of an injury by accident or occupational disease as defined above, the employee may be continued on the payroll at the regular bi-weekly rate less any amount the employee would otherwise pay in taxes on that portion of the benefit found to be exempt from taxation under the Missouri Workers' Compensation Law, or the federal tax code. Disability leave may also be granted when an employee suffers injury as a result of participation in Training Simulation of an exceptional and highly dangerous nature wherein the appointing authority or the Director of the Department of Public Safety has gained the approval of the Director of Personnel prior to such Training Simulation.

(2) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where his/her duties are being performed, except as otherwise provided in Section 25(b)(1) above shall likewise, promptly report such injury to his/her immediate supervisor, who shall report, through his/her appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. During any such period of temporary disability, the employee shall be entitled to workers' compensation benefits as prescribed by State Law.

(3) Employees in the competitive service whose pay is established in Section 2(d) of this ordinance who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies. Employees in the competitive service whose pay is established in Section 2(a) or 2(b) of this ordinance and who were employed by the Board of Police Commissioners and who remain employed by the Police Division who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies.

(c) The City Counselor, the Director of Personnel, or the appointing authority may require an employee to undergo a physical examination and medical or surgical treatment at the expense of the City to diagnose and treat injuries or illnesses arising out of employment.

(d) The City Counselor and the Comptroller shall establish procedures for paying compensation to employees or former employees who are permanently disabled and due compensation under the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made.

(e) The City Counselor and the Director of Personnel shall be responsible for the administration of the provisions of this Section and shall establish and publish procedural regulations for the administration of the program. Each appointing authority shall establish procedures to comply with the provisions of this section and established regulations.

SECTION 25.

JURY AND WITNESS LEAVE

(a) Jury leave with pay shall be granted to bi-weekly rate employees working fifty percent (50%) time or more for such time when such employees are serving as jurors pursuant to order of the St. Louis Circuit Court or United States District Court in St. Louis. Any bi-weekly rate employee, when so summoned for jury service, shall report such fact within seventy-two (72) hours to his/her appointing authority and display to the appointing authority the summons which the employee has received and shall give the appointing authority in writing the date and the time of such jury service. No bi-weekly rate employee shall receive any compensation from the Jury Commissioner or the United States District Court system for jury service for days the employee receives compensation from the City. A bi-weekly rate employee may keep the jury stipend for days when the employee receives no compensation from the City (off days, docks, leaves, etc.). Upon being discharged from serving as a juror

by the Court or Jury Commissioner, the employee shall forthwith report to his/her appointing authority if discharged during their normally scheduled work hours and shall submit to his/her appointing authority a written statement from the Jury Commissioner certifying that the employee has served as a juror and the time and date so served. The appointing authority shall, upon receipt of the statement of jury service, credit the employee with paid jury leave for such service.

(b) Leave with pay shall be granted to bi-weekly rate employees for such time when the employee's presence is required by the prosecutor in a criminal proceeding or grand jury procedure, a trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-weekly rate employee, when so subpoenaed as a prosecution witness or whose presence is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72) hours to his/her appointing authority and shall give the appointing authority in writing the date and time his/her presence is required for such criminal prosecution. Each appointing authority shall establish controls to ensure that any paid leave is actually required by the prosecuting authority. An appointing authority may require an employee to furnish satisfactory evidence of being required to be off the job and that all time off was in connection with the prosecution of the case. This procedure shall apply for employee participation in criminal prosecution in State or Federal Courts.

SECTION 26.

DEFERRED COMPENSATION

(a) Authority is hereby granted for the establishment of a deferred compensation plan for the City of St. Louis.

(b) In accordance with the regulations applicable to the plan, as set out herein, the Comptroller is authorized to enter into an agreement with eligible participants, whereby said participants may designate a portion of their future earnings to be deducted by the City and placed in a fund to be designated "City of St. Louis Deferred Compensation Plan Fund" for the purpose of providing tax deferred benefits to the participants upon retirement.

(c) The Board of Estimate and Apportionment is hereby authorized to establish or select a specific plan or plans in accordance with the requirements set out in this ordinance. In establishing the plan, the Board of Estimate and Apportionment may elect to retain outside parties to provide administrative and/or investment services after following competitive bidding procedures. The Board of Estimate and Apportionment is authorized, after analyzing the various competitive bids submitted in accordance with the requirements of this ordinance, to select the plan or plans it determines to meet the requirements established as a part of the competitive bidding procedures and to be in the best interest of the participants. No investment plan shall be considered unless offered by a duly licensed resident agent representing a company duly licensed and authorized by the State of Missouri and other applicable federal regulatory agencies to offer such insurance or investment programs.

In the event Federal or State legislation is changed in a manner affecting and/or relating to any of the aforementioned Deferred Compensation provisions contained in this Section, the Board of Estimate and Apportionment of the City of St. Louis may amend the

deferred compensation plan accordingly and may execute any and all documents necessary to achieve and effectuate the recommended changes.

SECTION 27.

RETIREMENT

The following provisions shall apply to the Employees Retirement System:

(a) "Final Average Compensation" is equal to one-half of the sum of (1) and (2) below:

(1) The annual compensation received by a member for the two (2) consecutive years of creditable service in which the highest compensation was received preceding the termination of his/her employment, and

(2) The balance of a member's sick leave on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for and/or calculation of retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(b) If a member has less than two (2) consecutive years of creditable service his/her final average compensation shall be equal to the sum of (1) and (2) below, divided by (3) below and then multiplied by (4) below:

(1) The sum of monthly compensation received by the member for each consecutive month of creditable service immediately preceding the termination of his/her employment;

(2) The balance of a member's sick leave pay on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(3) The number of consecutive months of creditable service immediately preceding the termination of his/her employment, and

(4) Twelve (12).

The years of creditable service of a member shall be the number of years and completed full calendar months of service during which he/she receives compensation from the first day of the calendar month following the date of the beginning of each employment with an employer until his/her employment is terminated, subject to the provisions of this section. The years of creditable service of an employee (as that term is defined in Subsection 11 of Section Four of Ordinance 66511) hired after the operative date (as that term is defined in Subsection 18 of Section Four of Ordinance 66511) who had attained the age of sixty (60) years at initial employment shall be the number of years and completed months of service during which he/she receives compensation from October 1, 1988, and hereafter, from the first day on or after October 1, 1988, of the beginning of each employment with an employer until his/her employment is terminated. No creditable service shall be granted for any period of employment before October 1, 1988, after the calendar month in which the member attains age seventy (70). No creditable service for prior employment shall be granted to an employee

who becomes a member after April 1, 1960, unless he/she was employed by an employer on April 1, 1960.

A member's accrued sick leave balance less the sum of (a), (b) and (c) below shall be considered as additional creditable service for calculation of retirement benefits under any provision of this Ordinance 66511, as amended:

(a) Sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, and

(b) Sick leave hours paid to the member upon termination of his/her employment, and

(c) Sick leave hours used in determining final average compensation.

SECTION 28.

SEVERABILITY

The sections of this ordinance shall be severable. In the event that any section of this ordinance is found by a court of competent jurisdiction to be invalid, the remaining sections of this ordinance are valid, unless the court finds the valid sections of the ordinance are so essential and inseparably connected with and dependent upon the void section that it cannot be presumed that the Board of Aldermen would have enacted the valid sections without the void ones, or unless the court finds that the valid sections standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION 29.

REPEAL OF PREVIOUS ORDINANCES

Ordinance Number 71686 and all other ordinances or amendments, or parts thereof conflicting with the provisions of this ordinance are hereby repealed.

SECTION 30.

EMERGENCY CLAUSE

This ordinance being deemed necessary for the immediate preservation of the public peace, health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.

SECTION 31.

POLICE DIVISON

The compensation terms contained herein for officers and employees assigned to the Police Division are subject to change in the event of the enactment of any laws or regulations that result in the City no longer possessing sole and exclusive right to operate and direct all officers and employees assigned to the Police Division.

INDEX TO COMPENSATION ORDINANCE

This index is for general reference purposes and may not reference all provisions of this ordinance. For complete scope refer to specific provisions of this ordinance.

SECTION(S)

Alphabetical List of Classes 1
Attendance Record 14, 15
Changes to Classification Plan 11
Codes for Classes 1

Compensatory Time 15, 16
For Overtime 15
In Lieu of Holiday 16
Maximum Balance 15
Continuous Service 7, 17
For Salary Increase 7
For Vacation 17
Conversion to New Pay Schedule 9
Death Benefit 23
Deferred Compensation 26
Disability Leave 24
Education Reimbursement 3
Employment Cycle 15
Employment Schedule 15
Holidays 16
Employees Excluded ..... 2(j), 16
Hours of Work 14
Incentive and Award Program ..... 2(o)
Insurance Benefits 22
Jury and Witness Leave 25
Leaves of Absence 21

Emergency....21(d)
Excepted Positions, Coverage of ....21(c)
Family/Medical 21
Forced.... 21(f)
Interruption of Continuous Service....7(b)
Medical Leave.... 19
Military Leave.... 20
Minimum Work Hours.... 14
Moving Expenses....2(m)
Overtime (OVTM) 1, 15
Parking Expenses…… 2(v)
Pay
Advanced Skills ....2(p)
Bi-Weekly Schedules.... 2
Commuting Allowance ....2(h)
Contingency Assignment Differential....2(t)(1)
Continuous Service for Increase 7
Decreases.... 7
Demotion.... 6
Elected Officials....2(e)
Excepted Positions .... 7(f)

Fire Division ..... 2(c)
Foreign Language ..... 2(o)(2)
Hiring Incentive ..... 2(n)
Holiday 16
Hourly Rates ..... 2(j)
Income Sources 8
Within Range and Exceptional Performance Increases 7
On-Call Rates ..... 2(l)
Overtime 15
Per Performance Rates ..... 2(j)
Police Division ..... 2(d)
Promotion 6
Reallocation 6
Recruitment Rate 5
Reemployment Rate 5
Retention ..... 7(j)
Salary Range Limitations 4
Starting Salaries 5
Shift Differential ..... 2(f)
Stipends for Board and Commission Members ..... 2(i)
Temporary Assignment Differential ..... 2(t)(2)

Time Lines for Payment 10
Trainee Rates ..... 2(k)
Transfer 6
Units of Work ..... 2(j)
Vehicle Maintenance and Use Allowance ..... 2(u)
Weekend Differential ..... 2(g)
Payroll 12, 13
Police Division 31
Relocation ..... 2(m)
Retirement 27
Severability 28
Sick Leave 18
Employees Excluded ..... 2(j)
Suggestion Program ..... 2(o)(4)
Tool Allowance ..... 2(s)
Vacation 17
Employees Excluded ..... 2(j), 17
Uniform Allowance ..... 2(r)
Workers' Compensation 24
Approved:

ORDINANCE NUMBER 71963

SUMMARY OF SIGNIFICANT CHANGES TO ORDINANCE 71686

SECTION 2. OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

2(a) The pay schedule for all pay grades denoted with the suffix "G" or "M" will be changed as follows:

The bi-weekly rate for each step in each grade (5-23) will be increased by three percent (3%).

2(b) The pay schedule for all pay grades denoted with the suffix "T" will be changed as follows:

The bi-weekly rate for each step in each grade (31-40) will be increased by three percent (3%).

2(c) The pay schedule for all pay grades denoted with the suffix "F" will be changed as follows:

The bi-weekly rate for each step (years of service) in each grade (69F, 72F, 74F, 77F, 78F, 81F, and 83F) up to step 20 will be increased by seven percent (7%).

2(d) The pay schedule for all pay grades denoted with the suffix "D" will be changed as follows:

The bi-weekly rate for each step (years or service) in each grade (69D, 71D, 72D, 74D, 77D, 78D, 81D, and 83D) up to step 20 will be increased by seven percent (7%).

2(e) Beginning with any term of office starting after the effective of the date of the ordinance, the bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," (1E, 2E, and 3E) will be increased by three percent (3%).

SECTION 9. CONVERSION

9(b) The salary of each employee whose pay is established in Section 2(c) or 2(d) of this ordinance who previously occupied a step in the pay range within Ordinance 71686 that was greater than step 20, shall be moved to step 20 in the appropriate pay range at the beginning of the first bi-weekly pay period starting after the effective date of this ordinance.

SECTION 17. VACATION

17(h) For those employees hired before the effective date of this ordinance whose pay is established in Section 2(d) and who work an average work week of forty (40) hours, the maximum vacation balance shall be five hundred (500) hours.

Employees whose pay is established in Section 2(d) who have more than five hundred (500) hours of vacation on the effective date of this ordinance shall receive a one-time payment for all vacation hours accrued and unused over five hundred (500) hours.

For those employees hired on or after the effective date of this ordinance whose pay is established in Section 2(d) and who work an average work week of forty (40) hours, the maximum vacation balance shall be two hundred and forty (240) hours.

An appointing authority, upon written request and with the prior approval of the Director of Personnel, may authorize an employee or group of employees to exceed these (vacation hour) maximums.

17(k) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed ninety (90) days of continuous service.

SECTION 19. MEDICAL LEAVE

19(a)(1) An eligible employee may be granted paid medical leave by his/her appointing authority after completing ninety (90) days of continuous service.

ORDINANCE 71686

BOARD BILL NUMBER 47 INTRODUCED BY ALDERWOMAN CARA SPENCER

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing **Ordinance Number 71512**; allocating certain other employees to a grade with rate; and including an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the pay period in which this ordinance is approved by the Mayor.

BE IT ORDAINED BY THE CITY OF ST. LOUIS, AS FOLLOWS:

SECTION 1.

ALPHABETICAL LIST OF CLASSES

(a) Beginning with the effective date of this ordinance, the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

		GRADE/	
TITLE	**CODE**	**SCHEDULE**	**OVTM**
Abatement and Exemption Analyst	1424	15 G	3
Account Clerk	1142	11 G	3
Accountant	1442	14 G	2

1	Accounting Coordinator	1444	15	G	1
2	Accounting Manager	1446	17	M	1
3	Accounting Officer	1447	16	M	1
4	Accounting Supervisor	1443	15	M	1
5	Administrative Assistant I	1621	13	G	3
6	Administrative Assistant II	1622	14	G	3
7	Administrative Assistant III	1623	15	M	1
8	Administrative Assistant to the Mayor	1721	14	G	1
9	Air Pollution Inspector	3922	13	G	3
10	Airfield Maintenance Foreman	3322	14	G	3
11	Airfield Maintenance Supervisor	1638	15	M	2
12	Airfield Maintenance Worker	3324	12	G	3
13	Airfield Maintenance Worker (Lead)	3327	13	G	3
14	Airfield Operations Specialist	1631	14	G	3
15	Airfield Operations Specialist (Lead)	1635	15	G	3
16	Airfield Painter/Maintenance Worker	3247	36	T	3
17	Airfield Painter/Maintenance Worker (Lead)	3248	37	T	3
18	Airport Assistant Director Air Service and				
19	Business Development	1688	19	M	1
20	Airport Assistant Director Community Programs	1655	19	M	1
21	Airport Assistant Director Finance and Accounting	1651	19	M	1

1	Airport Assistant Director Planning and Engineering	1653	19	M	1
2	Airport Assistant Director Operations and				
3	Maintenance	1634	19	M	1
4	Airport Building Maintenance Supervisor	1684	14	M	2
5	Airport Deputy Director Finance and Administration	1686	21	M	1
6	Airport Deputy Director Operations	1639	21	M	1
7	Airport Deputy Director Planning and Development	1652	21	M	1
8	Airport Emergency Preparedness Coordinator	1630	14	G	3
9	Airport Fleet Maintenance Manager	3273	16	M	1
10	Airport Operations Supervisor	1636	16	M	2
11	Airport Planning Manager	1656	18	M	1
12	Airport Police Captain	2145	15	M	1
13	Airport Police Chief	2147	17	M	1
14	Airport Police Lieutenant	2144	14	G	2
15	Airport Police Officer	2141	12	G	3
16	Airport Police Sergeant	2143	13	G	3
17	Airport Power Plant Manager	1687	16	M	1
18	Airport Properties Division Manager	1654	18	M	1
19	Airport Properties Inspector	4222	13	G	3
20	Airport Properties Specialist	1681	14	G	3
21	Airport Properties Supervisor	1682	15	G	3

1	Airport Risk Manager	1683	15	G	3
2	Airport Traffic Officer	2172	9	G	3
3	Animal Care and Control Officer	2113	11	G	3
4	Animal Regulation Center Supervisor	2116	14	G	3
5	Arborist	3654	15	G	1
6	Architect	4433	15	G	1
7	Architectural Manager	4434	17	M	1
8	Assessor	1439	20	M	1
9	Asset Manager	1486	19	M	1
10	Assistant Fire Chief	2235	81	F	1
11	Assistant Mechanical Maintenance Worker	3412	9	G	3
12	Attorney I	2361	15	G	1
13	Attorney II	2362	17	G	1
14	Attorney III	2363	18	G	1
15	Attorney IV	2367	20	G	1
16	Attorney Manager	2364	20	M	1
17	Audit Coordinator	1474	15	G	1
18	Audit Manager	1475	17	M	1
19	Audit Supervisor	1473	16	M	1
20	Auditor	1472	14	G	2
21	Battalion Fire Chief	2227	77	F	1

1	Benefits Clerk	1541	10	G	3
2	Benefits Specialist	1545	12	G	3
3	Billing Supervisor	1192	14	G	3
4	Blacksmith	3231	36	T	3
5	Budget Analyst	1461	14	G	3
6	Budget Analyst (Senior)	1462	15	G	3
7	Budget Director	1468	21	M	1
8	Budget Manager	1466	16	M	1
9	Building Inspection Manager I	3856	16	M	1
10	Building Inspection Manager II	3857	17	M	1
11	Building Inspection Supervisor	3855	15	G	3
12	Building Inspector I	3851	36	T	3
13	Building Inspector II	3852	37	T	3
14	Building Maintenance and Operations Supervisor	3753	14	G	3
15	Building Maintenance Worker	3411	12	G	3
16	Buyer	1223	14	G	3
17	CAD Technician	4422	12	G	3
18	Capital Improvement Project Liaison	4344	15	G	3
19	Carpenter	3211	36	T	3
20	Carpenter (Lead)	3212	37	T	3
21	Carpenter Foreman	3213	39	T	3

1	Chemist	3552	14	G	2
2	Chemistry Supervisor	3553	16	G	1
3	Chief of Staff	1737	23	M	1
4	Chief Paramedic	5721	17	M	1
5	Chief Plan Examiner	4233	17	M	1
6	City Counselor	2368	22	M	1
7	City Court Administrator	1676	16	M	1
8	City Court Judge	2369	17	G	1
9	City Planning Executive	4143	19	M	1
10	City Register	1661	14	M	1
11	City Surveyor	4293	15	G	3
12	Civil Engineer I	4241	14	G	2
13	Civil Engineer II	4242	15	G	1
14	Civil Engineer III	4243	16	G	1
15	Civil Engineer III/Computer Network Coordinator	4244	16	G	1
16	Civil Engineer Supervisor	4245	16	M	1
17	Clerical Aide	1111	5	G	3
18	Clerical Supervisor	1115	13	G	3
19	Clerk Typist	1122	9	G	3
20	Clerical Coordinator	1123	10	G	3
21	Client Service Coordinator I	6147	13	G	3

1	Client Service Coordinator II	6148	14	G	3
2	CODIS Administrator	2541	15	G	1
3	Commissioner of Buildings	3858	20	M	1
4	Commissioner of Civilian Oversight	2179	17	M	1
5	Commissioner of Communications	1811	17	M	1
6	Commissioner of Community Mediation	2389	17	M	1
7	Commissioner of Corrections	2373	20	M	1
8	Commissioner of Emergency Management	2181	17	M	1
9	Commissioner of Equipment Services	3277	19	M	1
10	Commissioner of Excise	2193	17	M	1
11	Commissioner of Facilities Management	3755	19	M	1
12	Commissioner of Forestry	3644	19	M	1
13	Commissioner of Health	5688	21	M	1
14	Commissioner of Parks	3645	19	M	1
15	Commissioner of Recreation	7137	19	M	1
16	Commissioner of Refuse	3135	19	M	1
17	Commissioner of Streets	4248	19	M	1
18	Commissioner of Supply	1229	18	M	1
19	Commissioner of Towing	3349	17	M	1
20	Commissioner of Traffic	4283	19	M	1
21	Commissioner of Violence Prevention	2153	20	M	1

1	Commissioner of Water	4329	20	M	1
2	Commissioner on the Disabled	6163	17	M	1
3	Communications Center Coordinator	2161	14	G	3
4	Communications Equipment Installer	1869	31	T	3
5	Communications Service Center Manager	1865	18	M	1
6	Communications Service Center Specialist I	1861	13	G	3
7	Communications Service Center Specialist II	1862	15	G	3
8	Communications Service Center Supervisor	1864	16	M	1
9	Community Development Planner I	4121	13	G	3
10	Community Development Planner II	4122	14	G	3
11	Community Development Planner III	4126	15	G	1
12	Community Development Research Analyst	4184	15	G	3
13	Community Development Specialist	4124	14	G	3
14	Community Development Supervisor	4127	15	M	1
15	Community Health Worker	5624	10	G	3
16	Community Program Aide	6171	10	G	3
17	Comptroller	1489	2	E	1
18	Computer Operations Supervisor	1327	13	M	1
19	Computer Operator I	1323	10	G	3
20	Computer Operator II	1324	11	G	3
21	Computer Programmer I	1331	13	G	3

1	Computer Programmer II	1332	14	G	3
2	Concrete Finisher	3283	36	T	3
3	Construction and Maintenance Manager	3759	17	M	1
4	Construction Equipment Foreman I	3334	39	T	3
5	Construction Equipment Foreman II	3335	40	T	3
6	Construction Equipment Operator I	3332	35	T	3
7	Construction Equipment Operator II	3333	36	T	3
8	Construction Project Leader	4346	15	G	3
9	Contract Compliance Officer	1662	14	G	2
10	Contract Specialist	1663	11	G	3
11	Contract Supervisor	1664	15	G	3
12	Contract Supervisor for the Comptroller	1665	16	M	1
13	Correctional Case Worker	2337	12	G	3
14	Correctional Chief of Security	2338	15	M	1
15	Correctional Classification Assistant	2333	11	G	3
16	Correctional Investigator	2339	12	G	3
17	Correctional Officer I	2331	11	G	3
18	Correctional Officer II	2332	12	G	3
19	Correctional Program Manager	2374	16	M	1
20	Correctional Shift Supervisor	2335	14	G	3
21	Correctional Training Coordinator	2381	14	G	2

1	Correctional Training Officer	2384	13	G	3
2	Correctional Unit Manager	2375	15	M	1
3	Court Room Clerk	1118	9	G	3
4	Court Room Clerk Coordinator	1119	10	G	3
5	Criminal Intelligence Analyst	2611	16	G	1
6	Criminal Intelligence Manager	2613	17	M	1
7	Criminalist	2545	14	G	3
8	Criminalist Supervisor	2546	16	M	1
9	Cultural Resources Director	1674	18	M	1
10	Custodian	3711	6	G	3
11	Custodian (Lead)	3712	7	G	3
12	Customer Service Manager	1189	16	M	1
13	Customer Service Representative I	1116	10	G	3
14	Customer Service Representative II	1117	11	G	3
15	Customer Service Supervisor	1185	13	M	2
16	Data Entry Supervisor	1315	11	G	3
17	Data Processing Manager	1365	18	M	1
18	Deputy Airport Police Chief	2146	16	M	1
19	Deputy Assessor	1435	18	M	1
20	Deputy Budget Director	1467	17	M	1
21	Deputy Chief Paramedic	5724	16	M	1

1	Deputy City Counselor	2366	21	M	1
2	Deputy City Engineer	4316	21	M	1
3	Deputy Commissioner of Buildings	3859	19	M	1
4	Deputy Commissioner of Corrections	2376	19	M	1
5	Deputy Commissioner of Equipment Services	3275	17	M	1
6	Deputy Commissioner of Refuse	3134	17	M	1
7	Deputy Commissioner of Supply	1228	17	M	1
8	Deputy Comptroller	1488	21	M	1
9	Deputy Director of Civil Rights Enforcement Agency	6138	16	M	1
10	Deputy Director of Employment and Training	6228	18	M	1
11	Deputy Director of Human Services	6168	20	M	1
12	Deputy Director of Personnel	1528	20	M	1
13	Deputy Director of Planning and Urban Design	4188	19	M	1
14	Deputy Director of Public Safety	2152	20	M	1
15	Deputy Fire Chief	2231	78	F	1
16	Deputy Marshal	2121	10	G	3
17	Detention Center Superintendent	2371	18	M	1
18	Digital/Printing Press Operator	2412	31	T	3
19	Director of Airports	1658	23	M	1
20	Director of Civil Rights Enforcement Agency	6139	18	M	1
21	Director of Community Development	4144	22	M	1

1	Director of Employment and Training	6229	20	M	1
2	Director of Health and Hospitals	5589	23	M	1
3	Director of Human Services	6169	21	M	1
4	Director of Information Technology	1367	21	M	1
5	Director of Parks, Recreation and Forestry	3649	21	M	1
6	Director of Personnel	1529	22	M	1
7	Director of Planning and Urban Design	4186	20	M	1
8	Director of Public Safety	2151	22	M	1
9	Director of Public Utilities	4349	21	M	1
10	Director of Streets	4249	21	M	1
11	Disabled Services Representative	6173	11	G	3
12	DNA Technical Leader	2548	15	G	1
13	Document Specialist	5643	11	G	3
14	Electrical Engineer	4261	15	G	1
15	Electrical Engineer (Senior)	4262	16	G	1
16	Electrical Inspection Supervisor	3815	15	G	3
17	Electrical Inspector I	3811	36	T	3
18	Electrical Inspector II	3812	38	T	3
19	Electrical Supervisor	3226	15	M	2
20	Electrician	3223	36	T	3
21	Electrician (Lead)	3224	38	T	3

1	Electrician Foreman	3225	39	T	3
2	Electronic Control Systems Technician	3442	36	T	3
3	Electronic Instrument Technician	3443	36	T	3
4	Electronic Technician Supervisor	3444	39	T	3
5	Emergency Management Specialist	2183	15	G	1
6	Emergency Management System Technician	2182	36	T	3
7	Employment and Training Representative	6211	12	G	3
8	Employment and Training Specialist I	6213	13	G	3
9	Employment and Training Specialist II	6214	14	G	3
10	Employment and Training Specialist III	6215	15	G	3
11	Employment and Training Specialist IV	6218	17	G	1
12	EMS Communications Supervisor	5723	14	M	2
13	EMS Dispatcher	5731	11	G	3
14	EMS Inventory Supervisor	5722	12	G	3
15	EMS Lead Dispatcher	5732	12	G	3
16	EMS Training Specialist	5719	14	G	3
17	EMT (Emergency Medical Technician)	5714	11	G	4
18	Engineering Manager I	4312	17	M	1
19	Engineering Manager II	4313	18	M	1
20	Engineering Technician	4225	14	G	3
21	Engineering Technician Supervisor	4226	15	M	2

Environmental Court Coordinator	3881	15	M	1
Environmental Engineer	4254	15	G	1
Environmental Health Officer	5622	13	G	3
Environmental Health Supervisor	5638	14	G	2
Environmental Regulatory Compliance and Safety Manager	1659	19	M	1
Epidemiologist	5642	16	G	1
Estimator	4223	13	G	3
Executive Assistant I	1628	16	G	1
Executive Assistant II	1629	17	M	1
Executive Assistant to the Mayor	1725	20	M	1
Executive Director for Development	1728	23	M	1
Executive Director for Operations	1736	23	M	1
Executive Director of the Affordable Housing Commission	1722	19	M	1
Executive Director of the Criminal Justice Coordinating Council	2388	17	M	1
Executive Secretary I	1134	12	G	3
Executive Secretary II	1135	14	G	2
Executive Secretary to the Comptroller	1136	14	G	2
Executive Secretary to the Mayor	1727	21	M	1

1	Exercise Physiologist	2572	13	G	3
2	Facilities Maintenance Worker	3419	35	T	3
3	Financial Analyst	1482	15	G	1
4	Financial Supervisor/Information Systems Coordinator	1484	16	M	1
5	Fingerprint Manager	2549	16	M	1
6	Fingerprint Technician Supervisor	2557	14	G	3
7	Fire Alarm Manager	2216	74	F	1
8	Fire Captain	2226	72	F	3
9	Fire Commissioner	2239	83	F	1
10	Fire Equipment Dispatcher	2212	69	F	3
11	Fire Private	2222	69	F	3
12	Firearms Examiner	2551	13	G	3
13	Firearms Examiner Supervisor	2553	16	M	2
14	Fiscal Manager	1448	18	M	1
15	Fiscal Officer I	1492	16	G	1
16	Fiscal Officer II	1493	17	G	1
17	Fiscal Operations Support Manager	1491	19	M	1
18	Fitness Programs Supervisor	2573	14	G	3
19	Fleet Body Repair Specialist	3288	35	T	3
20	Fleet Maintenance Foreman I	3266	39	T	3
21	Fleet Maintenance Foreman II	3267	40	T	3

1	Fleet Maintenance Manager	3274	16	M	1
2	Fleet Maintenance Parts Specialist	3287	31	T	3
3	Fleet Maintenance Parts Supervisor	3284	33	T	3
4	Fleet Maintenance Technician I	3261	31	T	3
5	Fleet Maintenance Technician II	3262	35	T	3
6	Fleet Maintenance Technician III	3263	37	T	3
7	Fleet Maintenance Technician IV	3265	38	T	3
8	Food Establishment Inspector	5631	13	G	3
9	Forensic Science Technician	2555	11	G	3
10	Forestry Foreman	3641	11	G	3
11	Forestry Supervisor	3622	13	G	3
12	Gardener	3632	10	G	3
13	Gardener Supervisor	3633	11	G	3
14	GIS Specialist I/Graphic Designer	4111	13	G	3
15	GIS Specialist II/Graphic Designer	4112	14	G	3
16	GIS/Graphic Design Manager	4113	15	M	1
17	GIS Systems Manager	1361	17	M	1
18	Government Services Administrator	1627	17	M	1
19	Government Services Analyst	1625	16	G	1
20	Grants Administrator	1453	15	G	1
21	Grants Manager	1455	17	M	1

1	Graphic Arts Technician	4187	37	T	3
2	Graphic Designer	4182	12	G	3
3	Health Care Compliance Specialist	5515	14	G	3
4	Health Education Planner	5696	12	G	3
5	Health Marketing Administrator	5685	16	G	1
6	Health Planning Executive	5571	17	M	1
7	Health Services Manager I	5681	17	M	1
8	Health Services Manager II	5682	18	M	1
9	Heavy Equipment Operator I	3325	10	G	3
10	Heavy Equipment Operator II	3326	11	G	3
11	Historic Preservation Planner I	4192	13	G	3
12	Historic Preservation Planner II	4193	14	G	3
13	Housekeeping Manager	3719	14	M	2
14	Housekeeping Supervisor I	3715	11	G	3
15	Housekeeping Supervisor II	3716	13	G	3
16	Housing Development Analyst	4125	14	G	3
17	Housing Development Analyst (Senior)	4128	15	G	3
18	Human Relations Specialist	6131	13	G	3
19	Human Resources Generalist	1518	14	G	3
20	Human Resources Generalist (Senior)	1519	15	G	3
21	Human Resources Manager	1523	18	M	1

1	Human Resources Manager (Senior)	1524	19	M	1
2	Human Resources Specialist	1514	14	G	3
3	Human Resources Specialist (Senior)	1515	15	G	3
4	Human Resources Supervisor	1516	16	G	1
5	HVAC Foreman	3418	39	T	3
6	HVAC Mechanic	3417	36	T	3
7	Information Security Administrator	1369	17	G	1
8	Information Systems Administrator	1362	20	M	1
9	Information Systems Coordinator	1322	13	G	3
10	Information Systems Support Manager	1363	19	M	1
11	Internet Services Manager	1368	18	M	1
12	Inventory Control Technician	1212	9	G	3
13	Inventory Coordinator	1215	10	G	3
14	Inventory Supervisor	1213	11	G	3
15	Investigative Assistant	2579	13	G	3
16	Labor Foreman I	3121	12	G	3
17	Labor Foreman II	3125	13	G	3
18	Labor Supervisor	3128	14	M	2
19	Laboratory Director	3555	17	M	1
20	Laboratory Manager	2542	17	M	1
21	Laboratory Supervisor	5463	16	M	1

1	Laboratory Technician	3554	11	G	3
2	Laborer	3111	8	G	3
3	Landscape Supervisor	3634	14	G	3
4	Latent Fingerprint Examiner	2554	14	G	3
5	Lead Abatement Inspector	5626	13	G	3
6	Lead Abatement Worker	5625	11	G	3
7	Lead Abatement Worker (Lead)	5627	12	G	3
8	Legal Investigator I	2351	13	G	3
9	Legal Investigator II	2352	14	G	3
10	Legal Secretary	1151	12	G	3
11	Librarian	2575	14	G	3
12	Licensed Practical Nurse	5181	11	G	3
13	Lifeguard	7111	5	G	3
14	Lifeguard Supervisor	7112	7	G	3
15	Liquor Control Officer	2191	12	G	3
16	Liquor Control Supervisor	2192	14	G	3
17	Locksmith	3416	35	T	3
18	Machine Shop Foreman	3238	38	T	3
19	Machinist	3233	36	T	3
20	Mail Room Supervisor	1186	14	G	3
21	Mayor	1739	3	E	1

1	Mechanical Engineer	4271	15	G	1
2	Mechanical Engineer (Senior)	4272	16	G	1
3	Mechanical Equipment Inspection Supervisor	3845	15	M	1
4	Mechanical Inspector I	3841	36	T	3
5	Mechanical Inspector II	3843	38	T	3
6	Mechanical Maintenance Foreman	3415	38	T	3
7	Mechanical Maintenance Worker	3413	35	T	3
8	Medical Service Coordinator	6149	14	G	3
9	Medical Technologist	5461	13	G	3
10	Medical Technologist (Lead)	5462	14	G	3
11	Messenger/Mail Clerk	1181	5	G	3
12	Microcomputer Support Specialist	1328	11	G	3
13	Municipal Parking Garage Manager	3133	14	M	1
14	Neighborhood Development Executive	3872	17	M	1
15	Neighborhood Improvement Specialist	3871	14	G	3
16	Neighborhood Improvement Supervisor	3873	15	G	3
17	Network Systems Manager	1364	19	M	1
18	Nurse Practitioner	5131	16	G	1
19	Nutrition Program Coordinator	5664	14	G	2
20	Painter	3242	36	T	3
21	Painter (Lead)	3243	37	T	3

1	Painter Foreman	3245	39	T	3
2	Paralegal	2365	13	G	3
3	Paramedic	5717	13	G	4
4	Paramedic Crew Chief	5718	14	G	4
5	Paramedic Supervisor	5716	15	G	4
6	Park Facilities Maintenance Superintendent	3617	16	M	1
7	Park Maintenance Manager	3618	16	M	1
8	Park Ranger	2132	10	G	3
9	Park Ranger Supervisor	2133	11	G	3
10	Park Supervisor I	3612	12	G	3
11	Park Supervisor II	3613	13	G	3
12	Parking Garage Attendant	3114	6	G	3
13	Parking Garage Attendant (Lead)	3115	8	G	3
14	Parkkeeper	3611	11	G	3
15	Parole and Probation Officer	2321	13	G	3
16	Parole and Probation Supervisor	2324	15	M	1
17	Payroll Manager	1449	17	M	1
18	Payroll Specialist	1172	11	G	3
19	Payroll Coordinator	1174	12	G	3
20	Payroll Supervisor	1173	14	G	3
21	Permit Supervisor	1673	14	M	1

1	Personal Property Appraisal Manager	1415	15	M	1
2	Personal Property Appraisal Supervisor	1413	14	M	2
3	Personal Property Appraiser I	1411	12	G	3
4	Personal Property Appraiser II	1412	13	G	3
5	Pest Control Worker	5699	9	G	3
6	Photographer I	2558	10	G	3
7	Photographer II	2559	11	G	3
8	Physician	5553	18	G	1
9	Pipefitter	3254	36	T	3
10	Plan Examiner	4232	14	G	2
11	Plumber	3251	36	T	3
12	Plumber Foreman	3253	39	T	3
13	Plumbing Inspection Supervisor	3824	15	M	1
14	Plumbing Inspector I	3821	36	T	3
15	Plumbing Inspector II	3822	38	T	3
16	Police Assistant Chief	2536	81	D	1
17	Police Captain	2526	74	D	1
18	Police Commissioner	2538	83	D	1
19	Police Dispatch Manager	2568	15	M	1
20	Police Dispatch Supervisor	2566	13	G	3
21	Police Dispatcher I	2563	10	G	3

1	Police Dispatcher II	2564	11	G	3
2	Police Lieutenant	2524	72	D	1
3	Police Lieutenant Colonel	2534	78	D	1
4	Police Major	2532	77	D	1
5	Police Officer	2514	69	D	3
6	Police Planner I	2591	13	G	3
7	Police Planner II	2592	15	G	3
8	Police Planning Manager	2593	17	M	1
9	Police Probationary Officer	2513	69	D	3
10	Police Sergeant	2522	71	D	3
11	Polygraph Examiner	2576	14	G	3
12	President, Board of Aldermen	1748	1	E	1
13	President, Board of Public Service	4348	23	M	1
14	Printing and Duplicating Graphics Manager	2413	15	M	1
15	Printing Supervisor	2414	13	G	3
16	Prisoner Processing Clerk	2582	9	G	3
17	Prisoner Processing Supervisor	2584	13	G	3
18	Probationary Fire Equipment Dispatcher	2211	69	F	3
19	Probationary Fire Private	2221	69	F	3
20	Process Control Specialist	4265	15	G	2
21	Procurement Specialist	1225	13	G	3

1	Procurement/Purchasing Manager I	1226	16	M	1
2	Procurement/Purchasing Manager II	1227	17	M	1
3	Program Coordinator	1698	14	G	3
4	Program Manager I	1693	15	M	1
5	Program Manager II	1694	16	M	1
6	Program Specialist I	1696	11	G	3
7	Program Specialist II	1691	12	G	3
8	Program Supervisor	1692	13	G	3
9	Program Worker	7312	5	G	3
10	Programmer/Analyst I	1341	15	G	2
11	Programmer/Analyst II	1342	16	G	2
12	Programmer/Analyst III	1343	17	G	2
13	Public Health Education Coordinator	5648	15	G	2
14	Public Health Educator	5695	15	G	3
15	Public Health Intake Supervisor	5646	15	G	2
16	Public Health Intake Worker	5647	12	G	3
17	Public Health Nurse I	5651	14	G	3
18	Public Health Nurse II	5653	15	G	3
19	Public Health Nurse III	5654	16	G	2
20	Public Health Nursing Supervisor	5655	17	M	1
21	Public Health Program Representative	5693	13	G	3

1	Public Health Program Specialist	5691	14	G	3
2	Public Health Program Supervisor	5694	15	G	2
3	Public Information Manager	1617	18	M	1
4	Public Information Officer I	1614	13	G	2
5	Public Information Officer II	1615	15	G	1
6	Public Information Officer Supervisor	1616	15	M	1
7	Public Information Officer to the Comptroller	1618	15	G	1
8	Public Information Officer to the Mayor	1613	16	G	1
9	Public Nuisance Inspector	3861	10	G	3
10	Public Safety Dispatcher I	2175	10	G	3
11	Public Safety Dispatcher II	2176	11	G	3
12	Public Safety Dispatcher III	2177	12	G	3
13	Public Safety Specialist	2136	15	G	1
14	Real Estate Records Clerk	1668	10	G	3
15	Real Estate Records Manager	1426	14	M	1
16	Real Estate Specialist	1667	13	G	3
17	Real Property Appraisal Manager	1429	17	M	1
18	Real Property Appraisal Supervisor I	1428	15	M	1
19	Real Property Appraisal Supervisor II	1427	16	M	1
20	Real Property Appraiser I	1421	13	G	3
21	Real Property Appraiser II	1422	14	G	3

1	Receptionist	1161	8	G	3
2	Receptionist to the Mayor	1162	9	G	3
3	Records Retention Supervisor	1187	14	G	3
4	Recreation Area Manager	7118	16	M	1
5	Recreation Assistant	7116	7	G	3
6	Recreation Leader	7117	10	G	3
7	Recreation Supervisor I	7114	12	G	3
8	Recreation Supervisor II	7115	14	M	2
9	Refuse Route and Safety Coordinator	3931	11	G	3
10	Refuse Superintendent	3131	16	M	1
11	Registered Nurse I	5121	14	G	3
12	Registered Nurse II	5122	15	G	3
13	Research Analyst to the Mayor	1729	16	G	1
14	Safety Officer I	1531	13	G	3
15	Safety Officer II	1532	14	G	3
16	Safety Officer III	1533	15	G	3
17	School Crossing Guard	2174	5	G	3
18	Secretary and Stenographer to the Mayor	1138	11	G	3
19	Secretary I	1131	9	G	3
20	Secretary II	1132	10	G	3
21	Secretary to the Board of Estimate and Apportionment	1137	12	G	3

1	Secretary to the Board of Public Service	1671	14	M	1
2	Security Officer	2131	10	G	3
3	Senior Fire Equipment Dispatcher	2215	72	F	3
4	Senior Plan Examiner	4234	15	G	1
5	Senior Plan Examiner/Code Development Specialist	4235	16	G	1
6	Solid Waste Route Foreman	3127	13	G	3
7	Soulard Market Manager	3757	15	M	1
8	Special Assistant for Development	1724	17	M	1
9	Special Assistant to the Comptroller	1672	16	G	1
10	Special Assistant to the Mayor	1723	17	G	1
11	Special Assistant to the Water Commissioner	3538	17	M	1
12	Special Events Program Executive	1697	18	M	1
13	Specialist on Aging	6122	14	G	3
14	Stable Attendant	2577	9	G	3
15	Stationary Engineer	3423	36	T	3
16	Street and Traffic Inspection Supervisor	3956	14	M	1
17	Street and Traffic Inspector	3954	11	G	3
18	Street and Traffic Liaison	1643	14	M	1
19	Street Lighting Superintendent	3229	16	M	1
20	Street Maintenance Superintendent	3132	16	M	1
21	Sunshine Law Administrator	1626	17	M	1

1	Superintendent of Soldiers' Memorial	3756	14	M	1
2	Supervising Deputy Marshal	2124	11	G	3
3	Supervising Stationary Engineer	3428	15	M	2
4	Supervisor-STD Intervention and Outreach Program	5649	15	M	2
5	Survey Projects Coordinator	4246	15	G	1
6	Systems Analyst	1351	15	G	2
7	Systems Analyst Senior	1353	17	G	1
8	Systems Development Manager	1366	19	M	1
9	Systems Development Specialist	1355	17	G	2
10	Systems Project Leader	1352	18	M	1
11	Technical Support Specialist	1372	16	G	3
12	Telecommunications Inspector	1824	13	G	3
13	Telecommunications Maintenance Supervisor	1854	13	G	3
14	Telecommunications Specialist	1853	14	G	3
15	Telecommunications Supervisor	2173	12	G	3
16	Telecommunications Technician	1855	12	G	3
17	Telecommunicator	2171	10	G	3
18	Tow Truck Operator	3311	10	G	3
19	Towing Services Foreman	3313	11	G	3
20	Towing Services Supervisor	3314	14	M	2
21	Trades Helper	3281	31	T	3

1	Traffic Control Supervisor	3439	14	M	3
2	Traffic Engineer	4281	15	G	1
3	Traffic Engineer (Senior)	4282	16	G	1
4	Traffic Engineering Manager	4284	17	M	1
5	Transportation Center Operations Specialist	3752	11	G	3
6	Transportation Center Operations Supervisor	3751	16	M	1
7	Tree Trimmer	3621	10	G	3
8	Urban Designer	4185	14	G	3
9	Urban Forester	3652	14	G	2
10	Urban Forestry Assistant	3651	11	G	3
11	Urban Forestry Superintendent	3656	16	M	1
12	Utility Locator	3119	12	G	3
13	Utility Worker	3117	9	G	3
14	Utility Worker (Lead)	3118	10	G	3
15	Veterinarian	2119	16	G	1
16	Veterinarian Technician	2118	11	G	3
17	Video Engineer	1823	40	T	3
18	Video Production Manager	1812	16	M	1
19	Video Production Specialist	1822	36	T	3
20	Video Production Supervisor	1821	40	T	3
21	Water Distribution Executive	4314	19	M	1

1	Water Distribution Superintendent	3535	16	M	1
2	Water Distribution Supervisor	3534	14	M	3
3	Water Maintenance Foreman	3517	13	G	3
4	Water Maintenance Technician	3518	12	G	3
5	Water Meter Worker	3521	10	G	3
6	Water Meter Worker Supervisor	3522	13	G	3
7	Water Plant Maintenance Foreman	3543	39	T	3
8	Water Plant Maintenance Manager	3531	17	M	1
9	Water Plant Maintenance Mechanic	3541	36	T	3
10	Water Plant Maintenance Mechanic (Lead)	3542	38	T	3
11	Water Production Engineer	3536	17	M	1
12	Water Production Executive	4315	19	M	1
13	Water Services Manager	3537	14	M	1
14	Water Treatment Plant Operator	3515	36	T	3
15	Water Treatment Plant Supervisor I	3514	38	T	3
16	Water Treatment Plant Supervisor II	3519	39	T	3
17	Web Development Specialist I	1345	14	G	2
18	Web Development Specialist II	1346	15	G	2
19	Welder	3235	36	T	3
20	Workers Compensation Specialist	1543	13	G	3
21	Zoning Administrator	4165	16	M	1

Zoning Inspector	4163	10	G	3	
Zoning Specialist	4162	12	G	3	
Zoning Specialist (Lead)	4164	14	G	3	

SECTION 2.

OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) - General and Management Schedule, (b) - Trades Schedule, (c) - Fire Division Schedule, (d) - Police Division Schedule and (e) - Elected Official Schedule.

The official pay schedules hereby adopted have been determined to constitute fair and equitable rates of pay. Due consideration has been given to both the employees and the taxpayers in adopting the official pay schedules. In setting these official pay schedules, the principle of like pay for like work, and suitable differences in pay for differences in work, has been duly observed.

(a) GENERAL AND MANAGEMENT PAY SCHEDULE:

(1) The following bi-weekly pay schedule is for all pay grades denoted with the suffix "G" or "M".

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	5	6	7	8	9	10	11	12	13
Step									
1								1348	1486
2								1369	1509
3							1334	1390	1532
4							1355	1411	1555
5							1376	1433	1579
6							1397	1455	1603
7							1418	1477	1628
8							1440	1500	1653
9						1324	1462	1523	1678
10						1344	1484	1546	1704
11						1365	1507	1570	1730
12						1386	1530	1594	1756
13						1407	1553	1618	1783
14					1314	1429	1577	1643	1810
15					1334	1451	1601	1668	1838
16					1355	1473	1626	1694	1866
17					1376	1496	1651	1720	1894
18					1397	1519	1676	1746	1923
19					1418	1542	1702	1773	1952

20				1304	1440	1566	1728	1800	1982	
21				1324	1462	1590	1754	1827	2012	
22				1344	1484	1614	1781	1855	2043	
23				1365	1507	1639	1808	1883	2074	
24				1386	1530	1664	1836	1912	2106	
25			1294	1407	1553	1689	1864	1941	2138	
26			1314	1429	1577	1715	1892	1971	2171	
27			1334	1451	1601	1741	1921	2001	2204	
28			1355	1473	1626	1768	1950	2032	2238	
29			1376	1496	1651	1795	1980	2063	2272	
30	1274	1284	1397	1519	1676	1822	2010	2107	2322	

1

Grade	14	15	16	17	18	19	20	21	22	23
Step										
1	1703	1951	2239	2569	2946	3384	3886	4193	4523	4882
2	1729	1981	2273	2608	2992	3435	3945	4256	4591	4956
3	1756	2011	2308	2648	3037	3487	4005	4320	4660	5031
4	1783	2042	2343	2688	3083	3540	4066	4385	4730	5107
5	1810	2073	2379	2729	3130	3594	4127	4451	4801	5184
6	1838	2105	2415	2770	3177	3648	4189	4518	4874	5262
7	1866	2137	2452	2812	3225	3703	4252	4586	4948	5341

8	1894	2170	2489	2855	3274	3759	4316	4655	5023	5422
9	1923	2203	2527	2898	3324	3816	4381	4725	5099	5504
10	1952	2237	2565	2942	3374	3874	4447	4796	5176	5587
11	1982	2271	2604	2987	3425	3933	4514	4868	5254	5671
12	2012	2306	2644	3032	3477	3992	4582	4942	5333	5757
13	2043	2341	2684	3078	3530	4052	4651	5017	5413	5844
14	2074	2377	2725	3125	3583	4113	4721	5093	5495	5932
15	2106	2413	2766	3172	3637	4175	4792	5170	5578	6021
16	2138	2450	2808	3220	3692	4238	4864	5248	5662	6112
17	2171	2487	2851	3269	3748	4302	4937	5327	5747	6204
18	2204	2525	2894	3319	3805	4367	5012	5407	5834	6298
19	2238	2563	2938	3369	3863	4433	5088	5489	5922	6393
20	2272	2602	2983	3420	3921	4500	5165	5572	6011	6489
21	2307	2642	3028	3472	3980	4568	5243	5656	6102	6587
22	2342	2682	3074	3525	4040	4637	5322	5741	6194	6686
23	2378	2723	3121	3578	4101	4707	5402	5828	6287	6787
24	2414	2764	3168	3632	4163	4778	5484	5916	6382	6889
25	2451	2806	3216	3687	4226	4850	5567	6005	6478	6993
26	2488	2849	3265	3743	4290	4923	5651	6096	6576	7098
27	2526	2892	3314	3800	4355	4997	5736	6188	6675	7205
28	2564	2936	3364	3857	4421	5072	5823	6281	6776	7314

29	2603	2981	3415	3915	4488	5149	5911	6376	6878	7424
30	2662	3057	3506	4027	4623	5310	6099	6584	7107	7674

(b) TRADES PAY SCHEDULE:

(1) The following bi-weekly pay schedule is for all pay grades denoted with the suffix "T".

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	31	32	33	34	35	36	37	38	39	40
Step										
1			1298	1359	1422	1489	1560	1630	1707	1789
2			1318	1380	1444	1512	1584	1655	1733	1816
3		1280	1338	1401	1466	1535	1608	1680	1760	1844
4		1300	1359	1423	1488	1559	1633	1706	1787	1872
5		1320	1380	1445	1511	1583	1658	1732	1814	1901
6	1279	1340	1401	1467	1534	1607	1683	1758	1842	1930
7	1299	1361	1423	1490	1558	1632	1709	1785	1870	1959
8	1319	1382	1445	1513	1582	1657	1735	1812	1899	1989
9	1339	1403	1467	1536	1606	1682	1762	1840	1928	2019
10	1360	1425	1490	1560	1631	1708	1789	1868	1957	2050
11	1381	1447	1513	1584	1656	1734	1816	1897	1987	2081
12	1402	1469	1536	1608	1681	1761	1844	1926	2017	2113
13	1424	1492	1560	1633	1707	1788	1872	1955	2048	2145

14	1446	1515	1584	1658	1733	1815	1901	1985	2079	2178
15	1468	1538	1608	1683	1759	1843	1930	2015	2111	2211
16	1491	1562	1633	1709	1786	1871	1959	2046	2143	2245
17	1514	1586	1658	1735	1813	1900	1989	2077	2176	2279
18	1537	1610	1683	1762	1841	1929	2019	2109	2209	2314
19	1561	1635	1709	1789	1869	1958	2050	2141	2243	2349
20	1585	1660	1735	1816	1898	1988	2081	2174	2277	2385
21	1609	1685	1762	1844	1927	2018	2113	2207	2312	2421
22	1634	1711	1789	1872	1956	2049	2145	2241	2347	2458
23	1659	1737	1816	1901	1986	2080	2178	2275	2383	2495
24	1684	1764	1844	1930	2016	2112	2211	2310	2419	2533
25	1710	1791	1872	1959	2047	2144	2245	2345	2456	2571
26	1736	1818	1901	1989	2078	2177	2279	2381	2493	2610
27	1763	1846	1930	2019	2110	2210	2314	2417	2531	2650
28	1790	1874	1959	2050	2142	2244	2349	2454	2569	2690
29	1817	1903	1989	2081	2175	2278	2385	2491	2608	2731
30	1977	2067	2165	2268	2366	2484	2600	2716	2851	2978

(c) FIRE DIVISION PAY SCHEDULE:

The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Division Pay

Schedule in effect. The following bi-weekly pay schedule is for all pay grades denoted with the suffix "F".

FIRE BI-WEEKLY RANGE OF PAY

	Class Codes							
	2211 2221	2212 2222	2215 2226	2216	2227	2231	2235	2239
Current Years of Service	69F	69F	72F	74F	77F	78F	81F	83F
0	2046							
1		2102						
2		2155						
3		2252						
4		2301						
5		2363						
6		2426						
7		2546	3175					
8		2632	3286					
9		2721	3400	3571				
10		2729	3408	3579				
11		2805	3479	3653	3836			
12		2814	3487	3662	3845	4037	4239	4663
13		2822	3495	3670	3854	4046	4249	4673
14		2830	3503	3679	3863	4056	4258	4684
15		2838	3512	3687	3871	4065	4268	4695
16		2846	3520	3696	3880	4074	4278	4706
17		2854	3528	3704	3889	4084	4288	4717
18		2862	3536	3713	3898	4093	4298	4728
19		2870	3544	3721	3907	4103	4308	4739
20		2878	3552	3730	3916	4112	4318	4749
21		2938	3624	3806	3996	4196	4405	4846
22		2947	3633	3814	4005	4205	4416	4857
23		2955	3641	3823	4014	4215	4426	4868
24		2963	3649	3832	4023	4224	4436	4879
25		2971	3657	3840	4032	4234	4446	4890
26		2979	3666	3849	4041	4244	4456	4901
27		2988	3674	3858	4051	4253	4466	4912

28	2996	3682	3866	4060	4263	4476	4923
29	3004	3690	3875	4069	4272	4486	4934
30	3012	3699	3884	4078	4282	4496	4945

(d) POLICE DIVISION PAY SCHEDULE:

The following bi-weekly pay schedule is for all pay grades denoted with the suffix "D".

POLICE BI-WEEKLY RANGE OF PAY

	Class Codes								
	2513	2514	2522	2524	2526	2532	2534	2536	2538
Current Years of Service	69D	69D	71D	72D	74D	77D	78D	81D	83D
0	2046								
1		2102							
2		2155							
3		2252							
4		2301							
5		2363	2785						
6		2426	2792						
7		2546	2933	3175					
8		2632	3034	3286					
9		2721	3139	3400	3571				
10		2729	3147	3408	3579				
11		2805	3213	3479	3653	3836			
12		2814	3221	3487	3662	3845	4037	4239	4663
13		2822	3229	3495	3670	3854	4046	4249	4673
14		2830	3237	3503	3679	3863	4056	4258	4684
15		2838	3245	3512	3687	3871	4065	4268	4695
16		2846	3254	3520	3696	3880	4074	4278	4706
17		2854	3262	3528	3704	3889	4084	4288	4717
18		2862	3270	3536	3713	3898	4093	4298	4728
19		2870	3278	3544	3721	3907	4103	4308	4739
20		2878	3286	3552	3730	3916	4112	4318	4749

21	2938	3353	3624	3806	3996	4196	4405	4846
22	2947	3362	3633	3814	4005	4205	4416	4857
23	2955	3370	3641	3823	4014	4215	4426	4868
24	2963	3378	3649	3832	4023	4224	4436	4879
25	2971	3387	3657	3840	4032	4234	4446	4890
26	2979	3395	3666	3849	4041	4244	4456	4901
27	2988	3403	3674	3858	4051	4253	4466	4912
28	2996	3411	3682	3866	4060	4263	4476	4923
29	3004	3420	3690	3875	4069	4272	4486	4934
30	3012	3428	3699	3884	4078	4282	4496	4945

(**e) ELECTED OFFICIAL PAY SCHEDULE:**

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect and extends through the term of office for each elected official:

GRADE	BI-WEEKLY RATE
1E	$3596
2E	$4315
3E	$5070

(2) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," shall become effective beginning with any term of office starting after the effective date of this ordinance:

GRADE	BI-WEEKLY RATE
1E	$3704
2E	$4577
3E	$5379

(f) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute a promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee in Section 2(a) or 2(b) to be eligible for shift differential compensation, the employee must work a shift that requires the completion of four (4) hours of work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive shift differential if they are regularly scheduled to work at least four (4) hours between 4:00 p.m. and 8:00 a.m. the following morning. Employees shall be entitled to receive shift differential compensation for no more than one shift worked between the hours of 4:00 p.m. and 8:00 a.m. Employees who are assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) or 2(b) the shift differential premium shall be one percent (1%) of the employee's base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

An employee whose pay range is established in Section 2(a) or 2(b) shall receive shift differential for working a portion of an eligible shift, provided the portion of the shift not worked

is charged to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour shall not be counted toward the payment of the differential.

(2) For those employees whose pay range is established in Section 2(c), the shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly assigned 24-hour shift to be eligible for any shift differential for the shift. Such employees shall not receive shift differential for overtime worked, which is not part of their regular schedule. This provision will not go into effect until shift differential is agreed upon by the Director of Personnel and the Union (Local 73) in writing.

Except shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment Dispatcher classifications whose pay range is established in Section 2(c).

(3) For Police Officer Trainees and employees whose pay grade is denoted with the suffix D, the night shift differential shall be ten percent (10%) of the hourly rate for all full hours worked between the hours of 11 p.m. and 7 a.m. and all eight (8) hour shifts beginning between 10:30 p.m. and 11:30 p.m.

(4) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(g) WEEKEND DIFFERENTIAL: When employees whose pay range is established in Section 2(a) or 2(b) work on a Saturday and/or a Sunday they shall be eligible for weekend differential. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend differential when it is part of their regularly scheduled work hours. This differential shall be one percent (1%) of an employee's base bi-weekly rate. An employee shall receive weekend differential for working any portion of an eligible day. This differential shall only be paid for full hours worked. Weekend differential shall not be paid to employees compensated on an hourly or per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(h) COMMUTING ALLOWANCE: Employees residing within the corporate limits of the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of one hundred eighty dollars ($180.00) bi-weekly on the effective date of this ordinance. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting. City employees who are temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis shall be entitled to a per diem rate for the duration of the assignment. No

employee living outside of the corporate limits of the City of St. Louis shall receive a commuting allowance.

A period of absence of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee shall immediately be eligible to resume receiving commuting allowance, reduced in proportion to the time the employee did not work due to absence.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate limits of the City of St. Louis to the work site and back shall not be entitled to the commuting allowance.

(i) BOARD AND COMMISSION STIPENDS:

Title	**Code**	**Stipend**
Member, Building Energy Improvement Board	1979-00-B	$50 per meeting
Member, Airport Commission	1980-00-B	$53 per meeting, up to 24 meetings a year
Member, Board of Adjustment	1981-00-B	$75 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	$60 per meeting
Member, Board of Equalization	1983-00-B	$150 per day
Member, Board of Engineers	1984-00-B	$45 per meeting, up

		to 2 meetings a week
Member, Board of Examiners of Plumbers	1985-00-B	$60 per month
Member, Board of Examiners of Fumigators	1986-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors	1987-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Tax Appeals	1988-00-B	$60 per meeting
Member, Civil Service Commission	1989-00-B	$55 per meeting up to 30 meetings a year
Member, Board of Building Appeals	1990-00-B	$60 per meeting, up to 50 meetings a year
Member, Board of Building Code Review	1991-00-B	$60 per meeting, up to 1 meeting a week
Member, Boiler Rules Committee	1992-00-B	$45 per meeting
Member, Committee of Electrical Examiners	1993-00-B	$45 per meeting, up to 15 meetings a year
Member, Committee on Plumbing Review	1994-00-B	$45 per meeting, up to 15 meetings a year

Member, Demolition Contractors' Certification Board	1995-00-B	$45 per meeting, up to 15 meetings a year
Member, Board of Merchants' and Manufacturers' Tax Equalization	1996-00-B	$83 per day in session, up to 60 meetings during regular 12 week session, but not to exceed 105 meetings a year
Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per day, per meeting or per month rate established above.

(j) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating similar

employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except that an appointing authority, with the prior approval of the Director of Personnel, and when sufficient funds have been appropriated for the fiscal year, may establish a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly rate employees who would be entitled to employee benefits.

(k) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(l) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be available for a call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(l) may include reasonable minimum pay guarantees for employees required to return to the work site to perform emergency duties. The provisions of this Section 2(l) shall not be

construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(m) The Director of Personnel may authorize payment of special recruitment incentives, travel, moving and related expenses to recruit employees for positions when funds for this purpose are appropriated.

(n) The Director of Personnel may approve the payment of hiring incentives to current employees to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the position for which the recruitment is made.

(o) (1) An appointing authority, with the prior approval of the Director of Personnel, may establish cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity or effectiveness. The incentives offered may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose.

(2) The Director of Personnel, upon the request of the appropriate appointing authority, may establish a program of cash awards or other incentives, not to exceed ten percent (10%) of annual salary, paid as an addition to pay, for the purpose of providing additional compensation for employees who are fluent in a foreign language and who use this skill in the necessary and regular recurring performance of the duties of their position. Cash awards shall be made from the personal services appropriation of the unit, the account from which the

employee's salary is paid or from a general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel.

(3) Notwithstanding any other provision in this ordinance, the Director of Personnel is authorized to extend the maximum of the pay ranges by up to forty percent (40%) for the purpose of compensating positions which are extremely hard to fill.

(4) The Director of Personnel may provide an Employee Suggestion Program which grants cash and other awards to recognize employee suggestions which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to pay, which does not change an employee's bi-weekly rate. The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(p) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a higher rate than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the prior approval of the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications, registrations or certifications related to the duties

of the position and when such academic qualifications, registrations, or certifications are not deemed necessary qualifications for the class of position.

The Director of Personnel may also establish other incentive or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives or reimbursements awarded under such programs do not result in an employee being ruled ineligible for incentives or salary increases permitted under other sections of this pay ordinance.

(q) In Skilled Trades classes, defined as those that have bona fide apprenticeship programs registered with the Department of Labor or documented attainment of equivalent apprenticeship programs, employees who have completed such apprenticeship programs and attained journeyman status shall be granted the special skills recruitment rate for the class if a special skills recruitment rate exists for the class. Employees in classes in the Trades Pay Schedule who have completed alternative training programs established and approved by the Director of Personnel, and attained journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a rate exists for the class.

(r) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by employees for the purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted therefore.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefore, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars ($50) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift. Employees whose pay is established under Section 2(d) of the ordinance may be reimbursed for damages to personal property sustained while in the course and scope of employment in accordance with Police Division policies.

(s) An appointing authority that requires employees to provide and maintain their own tools shall provide a tool replacement program and/or annual maintenance allowance, with the prior approval of the Director of Personnel.

(t) (1) Contingency assignment differential may be paid for certain assignments when immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave, emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment, not to extend more than one pay period. The Director of Personnel will determine the assignments for which Contingency Assignment Differential will be paid. The assignment of an employee to said assignment having a contingency assignment differential will be determined by the appointing authority from an existing eligible list and will not constitute a promotion or

advancement in pay. In addition, the removal of an employee from said assignment shall not constitute a demotion or reduction in pay. If an eligible list is not available, an appointing authority may submit to the Director of Personnel the name of the employee being considered for the assignment to determine if they meet the necessary minimum qualifications for the position being considered.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the contingency assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked or one percent (1%) of the employee's regular base bi-weekly rate for each shift assignment covered, not to exceed one (1) pay period.

(2) Temporary assignment differential will be paid for certain assignments when a vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave, etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but not more than thirteen (13) pay periods, and offset by any days that the employee by reason of absence is not fulfilling the assignment. The Director of Personnel will determine the assignments for which the temporary assignment differential will be paid. The assignment or removal of an employee from said assignment having a temporary assignment differential will be determined by the appointing authority and will not constitute a promotion, demotion, advancement, or reduction in pay. The intended employee must meet the minimum qualifications for the position to be assigned. The temporary assignment differential shall be computed as an addition to pay and not affect the employee's regular bi-weekly rate.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the temporary assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may require the establishment of a department policy on temporary assignment differential pay and must sign off on the policy prior to authorizing temporary assignment differential.

(u) City employees who are required by their appointing authority to routinely use their personal vehicle in the performance of their duties shall be compensated by receiving a vehicle maintenance and use allowance of two hundred ninety-seven dollars ($297.00) per month. Eligible employees who use their personal vehicle with reduced frequency shall be entitled to a vehicle maintenance and use allowance which is reduced in proportion to the reduced frequency of use, subject to the approval of the Director of Personnel.

(v) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, parking expenses incurred by employees, when funds have been budgeted therefore.

SECTION 3.

EDUCATION REIMBURSEMENT

An appointing authority may, with the prior approval of the Director of Personnel, authorize salary payments, payments of tuition expenses, fees, books and related material in whole or in part to employees to permit them to attend school, visit other governmental agencies

or in any approved manner to devote themselves to improvement of knowledge or skills required in the performance of the duties of their position.

The Department of Personnel may reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of their positions or in higher positions, when funds have been allocated in the Department's budget.

An appointing authority, with the approval of the Director of Personnel, may establish a program to reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of the duties of their positions or to improve their professional, technical or managerial knowledge or skill.

SECTION 4.

SALARY RANGE LIMITATIONS

No employee in the Classified Service shall be paid at a rate lower than the minimum or higher than the maximum of the salary range established for the class to which his/her position has been allocated, except as otherwise provided in this ordinance.

SECTION 5.

STARTING SALARY

(a) The rate of pay for an excepted position to be paid upon original appointment to the class shall be determined by the appointing authority for the excepted position.

(b) Except as otherwise provided in this ordinance, the minimum rate of pay for a position shall be paid upon original appointment to the class unless the Director of Personnel finds that it

is difficult to secure the services of persons with minimum qualifications or experienced qualified persons at the minimum rate.

The Director may establish a recruitment rate for a single position or all positions in a class and authorize employment at an amount above the minimum but within the regular range of salary established for the class. When a recruitment rate is established for an entire class, employees already in such class may have their salaries adjusted to appropriate rates in the new range resulting from the establishment of the recruitment rate.

(c) Employees with permanent status who are eligible for reemployment as determined by the rules of the Department of Personnel shall be reemployed at an appropriate rate within the salary range which takes into consideration the employee's prior service in the position, as determined by the Director of Personnel.

SECTION 6.

PROMOTION, DEMOTION, REALLOCATION,

TRANSFER AND TEMPORARY PROMOTION

An employee who is transferred, promoted, demoted, or whose position is reallocated after the effective date of this ordinance, shall have his/her rate of pay for the new position determined as follows:

(a) Promotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class with a higher pay grade or a higher starting minimum salary.

(1) When an employee is promoted to a position in the General, Management or Trades Pay Schedule, the employee's current bi-weekly rate of pay shall be set at a rate which is five percent (5%) higher than the rate received immediately prior to the promotion or adjusted to the nearest step in the new pay matrix which is not less than but is closest to a rate which is five percent (5%) higher than the rate received immediately prior to promotion. An appointing authority, with the prior approval of the Director of Personnel, may increase the pay of an employee up to twenty percent (20%), adjusted to the nearest step, when such action is needed to attract experienced, qualified candidates for a position. Such salary determinations shall take into consideration the nature and magnitude of the accretion of duties and responsibilities resulting from the promotion. However, no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(2) Temporary Promotion: When an employee, whose salary range is established in Section 2(a) or 2(b), is certified and temporarily promoted to a vacant position, for a limited duration, the employee's current salary shall be adjusted as provided in Paragraph (a)(1) of this Section. Upon expiration of the temporary promotion, the employee shall be returned to his/her former rate of pay, adjusted by any increases the employee would have received in the absence of the temporary promotion. In no case shall the employee's salary be above the maximum of the salary range, unless otherwise provided for in this ordinance.

Employees whose salary ranges are established in Section 2(c) or 2(d) of this ordinance, upon receipt of a temporary promotion, shall be granted the new rank with a salary adjustment

based on appropriate years of service in accordance with procedures established for a regular promotion. At the end of the temporary promotion, the employee shall be returned to the rank held immediately prior to the temporary promotion. The employee's rate of pay shall be based on the appropriate years of service.

(b) Demotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class which has a lower pay grade and a lower starting minimum salary.

(1) If an employee is demoted for disciplinary reasons in accordance with the rules of the Department of Personnel and Civil Service Commission and established disciplinary procedures, his/her rate of pay shall be established at a rate within the range for the new position which is at least five percent (5%) lower than the rate received immediately prior to the demotion or reduced to the nearest step which is at least five percent (5%) lower than the rate received immediately prior to the demotion, except no employee shall be reduced below the minimum of the range unless otherwise provided for in this ordinance. The amount of the reduction shall be determined by the appointing authority, with the approval of the Director of Personnel.

(2) If an employee accepts a voluntary demotion, his/her current rate of pay shall be reduced within the range for the new position which is five percent (5%) lower, to the closest downward step, than the rate received immediately prior to demotion, except that employees who are in a working test period and demote to their previous class of position or pay grade, will return to the rate or step received immediately prior to the promotion, plus any adjustments as otherwise provided in this ordinance. No employee shall be paid less than the minimum nor

more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(3) When an employee is demoted for reasons in the best interest of the City Service as determined by the Director of Personnel, his/her salary may be reduced by reason of the new salary range and grade with the prior approval of the Director of Personnel. If the salary of such employee is above the maximum for the new position, the employee's salary shall not be increased so long as he/she remains in the position, except as otherwise provided by this ordinance.

(c) Reallocation:

(1) If the employee's position is reallocated to a class in a lower pay grade, his/her salary shall remain unchanged or adjusted to the closest step provided the employee's rate of pay shall not be reduced.

(2) The salary of an employee whose position is allocated to a class in a higher pay grade shall be determined in accordance with the provisions of this Section 6(a)(1) relating to salary advancement on promotion.

(d) Transfer: The salary rate of an employee who transfers to a different position in the same class, or from a position in one class to a position in another class in the same pay grade, shall remain unchanged, provided that no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(e) Over Maximum: The salary of an employee, which is in excess of the maximum of the range prescribed by this ordinance for the class and grade to which his/her position has been allocated or may be reallocated, shall not be reduced by reason of the new salary range and grade. The salary of such employee shall not be increased so long as he/she remains in the class of position, except as otherwise provided by this ordinance.

SECTION 7.

SALARY ADJUSTMENT

Salary adjustments for all employees in competitive positions shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Competitive positions for which salary is established in Section 2(a) - General and Management Schedule; or Section 2(b) - Trades Schedule:

(1) Any employee whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall receive a service rating in accordance with the Service Rating Manual. The rating together with the standards of performance established in the rating manual shall determine eligibility for a one step within-range (merit) increase at intervals as outlined in the Service Rating Manual or other pay regulation(s) as determined by the Director of Personnel. Notwithstanding any other section of the compensation ordinance, all employees in the General, Management, and Trades pay schedules who would be eligible to receive an annual step increase as a result of a "Successful" or "Highly Successful" Overall Rating on their

regular Service Rating date will receive a 1.5% increase regardless of their current rate or place in the pay schedule.

(2) A non-exempt (Overtime Code 3 or 4) employee whose pay is established in Section 2(a) or 2(b) of this ordinance who receives an Overall Rating of “Unsuccessful” as defined by the Service Rating Manual, may have his/her salary reduced as determined by the standards established in the Service Rating Manual, but not less than the minimum of the pay grade range.

(b) As used in this ordinance, "anniversary date" means the date following fifty-two (52) weeks of continuous service from the date of original appointment or from the date of the last salary adjustment, if other than a temporary reduction in pay for disciplinary reasons, a demotion (not for disciplinary reasons) or an across-the-board ordinance increase, an increase resulting from an authorized incentive program, reallocation or an upgrade of the classification concurrent with adoption of the ordinance. Absence from service as a result of any authorized paid leave, suspensions, military leave, or family/medical leave will not interrupt continuous service. Absence from service for any other cause shall result in breaking continuity of service and establishment of a new anniversary date, except as otherwise provided in this ordinance. The Director of Personnel may authorize different anniversary dates for an employee or groups of employees.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 2(a) or 2(b) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

With the prior approval of the Director of Personnel, the appointing authority in accordance with the Service Rating Manual, may advance the salary of an employee who demonstrates exceptional performance of duties after serving twenty-six (26) weeks of employment at the same rate in the salary range by not more than ten percent (10%) or to the closest step in the pay range which provides not more than a ten percent (10%) increase; this may be in addition to any merit increase received.

(2) Substandard performance of duties:

An appointing authority may reduce the salary of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range as provided in the Service Rating Manual; providing the employee's salary is above the minimum of the range, established in Section 2(a) or 2(b) and allocated to Overtime Code 3 or Overtime Code 4.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period, as determined by the Director of Personnel, following approval of such salary action.

(d) Competitive positions for which salary is established in Section 2(c) - Fire Division Schedule:

All employees in the Fire Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Probationary Fire Privates shall be advanced to the rate for Fire Privates at the beginning of the first bi-weekly pay period following one (1) year of service. Probationary Fire Equipment Dispatchers shall follow the same schedule.

(e) Competitive positions for which salary is established in Section 2(d) – Police Division Schedule:

All employees in the Police Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Police Probationary Officers who successfully complete their working test period shall be advanced to the rate for Police Officer at the beginning of the first bi-weekly pay period during which such officer's one (1) year anniversary as a Police Probationary Officer occurs, excluding his/her initial time in training at the Police Academy.

(f) Excepted Positions: The pay of an employee in an excepted position shall be adjusted to any rate within the pay range at the discretion of the appointing authority for the excepted position.

(g) The Director of Personnel may approve, at the request of an appointing authority, adjustments to correct or mitigate serious and demonstrable internal pay inequities. Salary adjustments under this provision shall preclude adjustments to compensate or reward employees for long-term or meritorious service.

(h) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate. Any such decrease shall be made in accordance with the established disciplinary procedures. The decrease shall not be greater than fifteen percent (15%) of the

current salary rate. The decrease may be below the minimum of the pay range for the class. The appointing authority may determine the pay decrease shall be effective for a specific number of bi-weekly pay periods provided, however, that such decrease shall not be effective for more than thirteen (13) bi-weekly pay periods.

(i) An employee who is temporarily promoted shall be eligible for within range salary adjustments under provisions of this Section 7.

(j) The Director of Personnel may approve a within range salary adjustment or other incentives to retain employees in positions that are difficult to fill, or because of their unique requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

SECTION 8.

INCOME SOURCES

Any salary paid to an employee in the Classified Service shall represent the total remuneration for the employee, excepting reimbursements for official travel and other payments specifically authorized by ordinance or pay regulation promulgated by the Director of Personnel. No employee shall receive remuneration from the City in addition to the salary authorized in this ordinance for services rendered by the employee in the discharge of the employee's ordinary duties, of additional duties which may be imposed upon the employee, or of duties which the employee may undertake or volunteer to perform.

Whenever an employee not on an approved paid leave works for a period less than the regularly established number of hours a day, days a week or days bi-weekly, the amount paid shall be proportionate to the hours in the employee's normal work week and the bi-weekly rate

for the employee's position. The payment of a separate salary for actual hours worked from two (2) or more departments, divisions or other units of the City for duties performed for each of such agencies is permissible if the total salary received from these agencies is not in excess of the maximum rate of pay for the class.

SECTION 9.

CONVERSION

(a) Pay schedules in Sections 2(a) or 2(b) in **Ordinance Number 71512** shall continue in effect until the start of the bi-weekly pay period of the effective date of this ordinance, and the rates to be paid to employees in positions of any classes for which a rate is established or changed in Section 2(a) or 2(b) of this ordinance shall become effective and be adjusted (if necessary) as follows:

The salary of each employee whose pay range is established in Section 2(a) or 2(b) of this ordinance whose class has been allocated to a higher pay grade in the appropriate pay schedule as determined by the Director of Personnel shall have their current salary increased to a rate, rounded to the nearest whole dollar, which is not less than but is closest to a rate which is five percent (5%) higher than the rate received immediately prior to promotion, but not less than the minimum of the pay range, whichever is the greater. If an employee's salary is between steps, the employee's salary shall be placed at the higher step.

(b) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(c) The salary of an employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(d) The Director of Personnel may establish a special conversion procedure for a class or position in the event that the Director determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(e) All full-time employees whose salary is established in Section 2(a) or 2(b) – General and Management or Trades Pay Schedules whose bi-weekly rate is above step 30 shall have their bi-weekly rate increased by three percent (3%) effective beginning with the start of the bi-weekly pay period which includes the effective date of this ordinance.

(f) The Director of Personnel shall establish such procedures as needed to place this ordinance into effect and interpret its provisions.

SECTION 10.

PAYMENT OF SALARIES

All compensation for positions in the Classified Service shall be paid bi-weekly. The Director of Personnel and Comptroller shall establish the procedure for listing employees on the various payrolls. The payment due each employee for service, except as otherwise provided, shall be made not later than sixteen (16) days after the end of the bi-weekly pay period. In the event that an employee is dismissed or has been employed for occasional or emergency work, the Comptroller may immediately pay the employee upon termination of service without waiting for the regular bi-weekly pay date of the Department, Division, Section, Office, Agency, Board or Commission where the employee worked.

SECTION 11.

CHANGES TO CLASSIFICATION PLAN

Whenever the Department of Personnel finds it necessary to add a new class to the classification plan, the Director of Personnel shall allocate the class to an appropriate grade and schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the overtime code of an existing class within the classification plan, the Director of Personnel shall change the overtime code, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the pay schedule of an existing class within the classification plan, the Director of Personnel shall allocate the class to the appropriate schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

The pay grade allocated to a class of position within the classification plan shall remain unchanged for the duration of the existing compensation ordinance. Whenever the Department of Personnel considers it necessary to change the pay grade of an established class of position, such adjustment can only be made concurrent with the adoption of a new compensation ordinance. Recommendation for the allocation of a new pay grade shall be made by the Director of Personnel to the Civil Service Commission for final approval by the Board of Aldermen.

SECTION 12.

PAYROLL FORMS

The Director of Personnel shall prescribe forms on which appointing authorities shall certify to the fact that a vacancy exists in a lawfully created position and to the lawful appointment of a person to fill the position. The Director of Personnel shall indicate on these forms the proper allocation of the position and the rate at which payment is to be made. When approved by the Director of Personnel and submitted to the Comptroller, these forms shall constitute authorization for the initial placing of a person's name on the payroll. The Comptroller shall not authorize any change in the rate of pay of an individual on the payroll unless approved by the Department of Personnel. The Comptroller shall provide the Department of Personnel with a copy of each payroll audited and found correct within twenty-one (21) days after audit and approval of the payroll by the Comptroller's Office.

SECTION 13.

CERTIFICATION OF PAYROLL

The appointing authority shall certify on each payroll or a subsidiary document that each person whose name appears on the payroll has been lawfully appointed at a salary provided by this ordinance and that the employee has actually worked the time for which he/she will be paid, subject to the provisions of this ordinance governing hours of work and leaves of absence in the Classified Service.

SECTION 14.

MINIMUM WORK HOURS

Each appointing authority shall establish procedures to assure that the employees under his/her supervision are actively engaged in the performance of the duties of their positions in accordance with the provisions of this section.

Each appointing authority shall submit to the Department of Personnel the work schedule established for each position in the work unit. Work schedule reports shall be submitted upon request of the Director of Personnel or whenever the appointing authority proposes to change the permanent work schedule of a position. The work schedule submitted by the appointing authority shall constitute the normal work schedule for the position when approved by the Director of Personnel.

All employees in the Classified Service shall be in attendance at their work in accordance with schedules established under the provisions of this Section 14, subject to other provisions of this ordinance with respect to hours, holidays, vacation leave, medical leave, furloughs, sick leave, military leave, and leaves of absence with or without pay.

(a) Employees whose salaries are established in Section 2(a) or 2(b): Forty (40) hours shall constitute the average minimum required weekly hours of service in an employment cycle under regular full-time employment for all City employees paid on a bi-weekly basis occupying competitive positions in the Classified Service. The minimum daily and annual service required of such employees shall be in proportion to the average minimum weekly hours established.

Appointing authorities shall so arrange the time for reporting for work, for luncheon intermission, and for quitting work of the various employees under their jurisdiction so that the

employees will actually be engaged in active performance of their duties for not less than the average minimum number of hours required.

(b) Management Employees: Appointing authorities for employees occupying full-time positions whose salaries are established in Section 2(a) of this ordinance shall initiate procedures to see that such employees are engaged in the performance of their duties on a full-time basis. Full-time employment for any employee whose classification is denoted in the Management Schedule shall be defined as an average of forty (40) hours per week of time devoted to the duties of the position on an annual basis.

(c) Uniformed Fire Personnel: Fifty-two (52) hours shall constitute the average required weekly hours of service in an employment cycle under regular full-time employment for all employees in the Division of Fire and Fire Prevention, except that the appointing authority, with the approval of the Director of Personnel, may determine that the minimum work hours provision of Section 14(a) shall apply to employees in certain positions due to the nature of the assignment and/or scheduling requirements. The appointing authority shall so arrange the time for reporting for work and for quitting work of the various employees under the appointing authority's jurisdiction so that the employees will actually be engaged in the active performance of their duties for not less than the average number of hours required.

(d) The work period for employees whose pay is established in Section 2(d) of this ordinance is twenty-eight (28) days. The daily work period for an employee in the position of Police Probationary Officer and Police Officer is eight (8) hours which includes a thirty (30) minute meal period. The meal period is counted as working time; however, an officer unable to take a

meal break will not receive additional compensation. The daily work period for an employee in the position of Police Officer Trainee is eight (8) hours. Additionally, Police Officer Trainees shall receive a thirty (30) minute unpaid meal period that shall not be counted as part of their daily work period or work day.

SECTION 15.

OVERTIME

(a) The Department of Personnel shall determine those positions in the Classified Service of the City of St. Louis which are exempt from overtime compensation and those positions which are not exempt from overtime compensation. The overtime codes established for each class in Section 1(a) of this ordinance shall be interpreted as follows:

OVERTIME CODE (OVTM):

1 These classes are primarily managerial in nature, but may also include some professional or administrative classes that are ineligible for overtime pay under all but emergency conditions as described in Section 15(d) of this ordinance.

2 These are supervisory, professional, and administrative classes that are exempt from overtime compensation, but which the City compensates for overtime at the straight (1.0x) time rate.

3 These are non-exempt classes that receive overtime compensation at the one and one-half (1.5x) time rate.

4 These non-exempt classes work an average bi-weekly work schedule of 84 hours and, therefore, receive overtime compensation at the one and one-half (1.5x) time rate.

Appointing authorities are prohibited from changing employee work schedules to avoid the payment of overtime.

For purposes of determining overtime pay rates for non-exempt employees, the regular hourly rate of pay shall be used.

Any employee in a class which has been allocated to Overtime Code 4 (non-exempt) in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the one and one half (1.5x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle for all non-exempt (Code 4) positions in the work unit. Whenever a non-exempt (Code 4) employee works in excess of forty (40) hours in a work week, the employee will be paid at the one and one half time (1.5x) rate. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty-four (84) for full-time employment. The regular hourly rate of pay for a non-exempt (Code 4) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Any employee in a class which has been allocated to Overtime Code 3 (non-exempt) in this ordinance shall be compensated for overtime work in accordance with the provisions of this section. Each appointing authority shall designate and submit to the Director of Personnel the official work week and schedule or work cycle for all non-exempt positions in the work unit. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment.

Whenever an Overtime Code 3 employee whose pay matrix is in Section 2(a) or 2(b), works hours in excess of the maximum established for an official work week or work cycle, usually forty (40) hours in a work week such hours shall be paid at the one and-one-half time (1.5x) rate. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Overtime Code 3 employees whose pay matrix is in Section 2(c) of this ordinance who are working a nineteen (19) day work cycle are eligible to receive overtime after one hundred forty-four (144) hours are worked in a work cycle, except that the Fire Division shall pay overtime for emergency work at the end of a shift or emergency work required on a separate, non-scheduled day, even if the total number of hours worked in the work cycle is not in excess of one hundred forty-four (144) hours. These employees shall not receive additional compensation for regularly scheduled hours in excess of one hundred forty-four (144) hours if they do not actually work more than one hundred forty-four (144) hours in the work cycle; provided however, that in addition to the actual hours worked, jury leave, vacation leave, compensatory

time and "O" days shall count as hours worked for the purpose of determining eligibility for overtime compensation. Days scheduled off to reduce average work week to fifty-two (52) hours, compensatory time, vacation, “O” days, and holiday time shall be scheduled consistent with a reasonable vacation and holiday leave policy to avoid the necessity of actually working more than one hundred forty-four (144) hours during any work cycle.

Police Officer Trainees, Police Probationary Officers and Police Officers shall be paid overtime, defined as one and one-half time (1.5x) the employee’s regular standard rate of pay, for all hours worked in excess of their eight (8) hour work day or any hours worked on a scheduled day off. Only hours actually worked shall count toward overtime pay.

Police Sergeants – whose salary is established in Section 2(d) of this ordinance shall be paid overtime, as defined as one and one-half time (1.5x) the employee’s regular standard rate of pay, for all hours actually worked in excess of one hundred sixty (160) hours in a twenty-eight (28) day work period. In addition to hours physically worked, paid vacation, compensatory time, holidays, discretionary holidays, and sick-injured time shall count toward the 160-hour threshold during the 28-day period that must be met to earn overtime. These employees shall receive additional compensation for authorized overtime, court time, and court standby time whenever the total accumulated time exceeds forty (40) hours.

(b) Any employee in a class which has been allocated to Overtime Code 2 in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the straight (1.0x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle, which is usually forty (40) hours,

for all exempt (Code 2) positions in the work unit. Whenever a full-time employee in an exempt (Code 2) position is directed by management, with the approval of the appointing authority, to work hours in excess of the maximum established for an official work week or work cycle it shall be considered overtime. In addition to the actual hours worked, only paid vacation time, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation. Straight time (1.0x) overtime shall be compensated at the employee's regular hourly rate of pay, or by granting the eligible employee compensatory time off at the rate of one (1) hour for each hour of overtime worked. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment. The regular hourly rate of pay for an exempt (Code 2) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period.

(c) Part-time bi-weekly paid employees and employees paid on an hourly or per performance basis shall be compensated for overtime work in accordance with the overtime provisions of this section and with consideration for community practices in compensating similar employment.

(d) An appointing authority may compensate Overtime Code 1 employees at the straight-time (1.0x) rate, when both of the following conditions exist: 1) the Mayor of the City of St. Louis declares an emergency due to serious and protracted conditions which threaten continuous City Service, preservation of public peace, health, or safety, and 2) the appointing authority directs an employee or group of employees to work in excess of forty (40) hours per week. The

appointing authority shall maintain attendance records of the assignment(s) and submit such records at the request of the Director of Personnel.

(e) Employees who wish to use compensatory time earned in lieu of pay must make their request in writing at least twenty-four (24) hours in advance of the day or days requested. The appointing authority shall keep in mind the staffing needs of the department when granting time off, but in any case time off will not be unreasonably denied.

Pay shall be the regular method of compensation for recorded overtime hours of work for employees in classes with Overtime Code 3 and Overtime Code 4. However, an appointing authority shall compensate a non-exempt bi-weekly paid employee for overtime work by granting the employee compensatory time off in lieu of pay only if the employee requests compensatory time, in writing.

Employees engaged in public safety, emergency response or seasonal activity as defined by the Director of Personnel may have a maximum balance of two hundred forty (240) hours of compensatory time; except that Police Officer Trainees, Police Probationary Officers, Police Officers, and Police Sergeants shall only be allowed to accumulate up to forty (40) hours of compensatory time. All other employees are allowed a maximum balance of one hundred twenty (120) hours of compensatory time excluding compensatory time earned for working on a holiday. These maximum balances of compensatory time shall apply to employees working an average work week of forty (40) hours; the maximum balance of compensatory time for employees whose average work week is more or less than forty (40) hours shall be proportionate. No provision of this section establishing a maximum balance of compensatory time shall serve to

cancel any compensatory time due to an employee or to deny an employee payment for recorded compensatory time earned in accordance with the provisions of the compensation ordinance in effect at the time the compensatory time was earned.

Each appointing authority shall establish procedures to assure that non-exempt employees are promptly granted time off when such employees request to use their earned compensatory time. Appointing authorities may not deny non-exempt employees' requests for earned compensatory time off except when such approval would create an extreme business hardship. For employees occupying the position of Police Officer Trainee, Police Probationary Officer, and Police Officer compensatory time may be used at such times and in such blocks as are mutually agreed upon between the supervisor and the employee and it shall not be unreasonably denied by the supervisor if operating requirements will not be adversely affected. When an appointing authority determines that the work schedule of the organization will not permit the granting of such time off, the appointing authority shall pay the employee in that same pay period for all or a portion equivalent to the time requested of the employee's accrued compensatory time. This provision requiring the prompt granting of requested time off applies only to compensatory time that is earned as a result of the employee working overtime; it does not apply to compensatory time earned as a result of an incentive program or award program.

Compensatory time earned by exempt employees shall be granted at the discretion of the appointing authority and upon request of the employee.

(f) Before an employee is transferred, promoted or demoted from a position under one appointing authority to a position under another appointing authority or to another unit with a

different appropriation, all compensatory time shall be granted or paid. Upon termination all compensatory time shall be paid. Upon the death of an employee, the person or persons entitled by law to receive any compensation due to the employee shall be paid any amount due to the employee on the date of death.

(g) All departments shall keep daily attendance records of classified employees and shall submit periodic reports of: 1) unexcused absences and leaves; 2) overtime earned, granted, and paid; or 3) the non-occurrence of same to the Director of Personnel in the form and on the dates specified.

SECTION 16.

HOLIDAYS

(a) Classified employees working full-time who are paid a bi-weekly rate shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following designated holidays:

DATE	**HOLIDAY**
January 1	New Year's Day
Third Monday in January	Rev. Martin Luther King, Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
June 19	Juneteenth Day
July 4	Independence Day
First Monday in September	Labor Day

November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

In addition to the above enumerated designated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay as established by this Section 16 on any day or partial day the Mayor declares by proclamation the closing of City offices.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) or 2(b) of this compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St. Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday

shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) In addition to the above eleven (11) designated holidays, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, shall receive five (5) personal (discretionary) holidays which shall be scheduled in accordance with department policies; Police Division civilian employees hired on or after September 1, 2013, shall receive no personal (discretionary) holidays.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1,

2013, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(c) In addition to the above eleven (11) designated holidays, employees in Section 2(d) shall receive an additional five (5) personal holidays which shall be scheduled in accordance with Police Division policies.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance and Police Officer Trainees, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(d) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of

Personnel. When full-time employees, whose pay is established in Section 2(a) or 2(b) of this compensation ordinance, excluding employees of the Police Division, are required to work on a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift. When full-time bi-weekly rate employees of the Police Division whose pay is established in 2(a), 2(b) or 2(d) are required to work on a holiday, they shall be entitled to leave with pay on another date designated by the appointing authority in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.

Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

Employees of the EMS Service, whose positions are classified as EMS Dispatcher, EMS Lead Dispatcher, EMT (Emergency Medical Technician), Paramedic, or Paramedic Crew Chief, will be compensated with pay in lieu of compensatory time for all holidays and receive twelve (12) hours of personal day leave.

If an employee is docked from the payroll for one hour or more on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday, or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly rate employees shall be compensated for holidays in proportion to the percentage of time they are regularly scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation, except as otherwise provided in this ordinance.

In the event that the holiday schedule established in this Section 16 is revised, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Federal law or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be designed to treat employees in the same manner who work substantially equivalent work schedules.

Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 3 shall be entitled to one hundred forty-four (144) hours of compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 1 or 2 shall be entitled to one hundred twelve (112) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Because of the necessity of maintaining the work schedule of such employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for such employees who are regularly required to work on holidays. Such

procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(c) of this ordinance shall receive five (5) days of paid leave which shall be referred to as "O" Days.

SECTION 17.

VACATION

Vacation leave with pay shall be granted to employees paid a bi-weekly rate in permanent competitive positions working fifty percent (50%) time or more. There shall be no advancement of paid vacation leave. The Director of Personnel may establish additional guidelines and policies to govern the administration of vacation leave benefits in the Classified Service.

(a) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date before April 23, 1989, as follows. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)		PAY ESTABLISHED IN SECTION 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	5	130	3	78
5 but less than 10 years	6	156	5	130
10 but less than 15 years	7	182	6	156

15 but less than 20 years	8	208	7	182
20 or more years	9	234	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(b) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date on or after April 23, 1989, as follows. This excludes all civilian employees who were employed by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(c) Employees employed on or after July 18, 2010, will not have the 40 hours added to their vacation balance upon completion of five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service.

(d) Employees whose pay is established in Section 2(a) or 2(b) employed by the Board of Police Commissioners immediately prior to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City shall accrue vacation hours as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20

30 or more years	9.24	240.24

(e) Police Division employees whose pay is established in Section 2(a) or 2(b) who were hired on or after September 1, 2013, shall accrue vacation hours as listed below:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

(f) Employees whose pay is established in Section 2(d) of this ordinance and employees whose pay is established in Section 2(a) or 2(b) and were employed by the Board of Police Commissioners immediately prior to September 1, 2013, and remain so employed shall earn vacation time in accordance with the following schedule on employment anniversary dates as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(d)	

Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(1) For employees whose pay is established in Section 2(d), forty (40) hours of vacation leave may be taken in one (1) hour increments.

(2) Vacation time is accrued on a bi-weekly basis. No employee will be entitled to or allowed to take any vacation until ninety (90) days of continuous employment from the date of employment.

(g) All references in this ordinance, except as otherwise noted, to accrual rates, additions to, and accrual maximums for vacation are for employees working a scheduled work week of forty (40) hours. Vacation rates, additions and maximums shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. When an eligible employee's scheduled work week is changed, the employee's rate of accrual shall be changed proportionately. All references in this ordinance to cumulative service for vacation shall mean cumulative service without a break in service of more than one year, except as provided otherwise in this ordinance. No employee who works less than fifty percent (50%) time or who is serving in a limited-term position shall be eligible to accrue vacation.

(h) (1) The maximum vacation balance for those working an average work week of forty (40) hours shall be six hundred (600) hours, except by written request of an appointing authority and with prior approval of the Director of Personnel. Vacation accrual maximums for those working more or less than forty (40) hours per week, but at least fifty percent (50%) time shall be proportionate to the number of hours worked in a bi-weekly pay period.

(2) When an employee's full-time average work week is changed, the maximum vacation balance shall be changed proportionately. In addition, the employee shall have his/her current vacation balance adjusted so that the vacation shall maintain the same position relative to the new maximum balance as existed with the employee's previous maximum balance.

(3) Accrual of vacation shall cease when an employee accumulates the maximum vacation balance established for the assigned work schedule and shall not resume until the vacation balance is less than the maximum amount.

(i) Accrual of vacation shall begin and be credited upon the first bi-weekly pay period and each pay period thereafter, but employees must complete the entire pay period to accrue the vacation leave at the end of said pay period:

(1) of appointment;

(2) of return to duty from leave of absence;

(3) of restoration to employment of one-half (50%) time or more.

Vacation leave shall be granted in whole hour units. On termination of service, any fractional hour shall be made whole. The accrual of vacation leave shall cease at the employee’s last day at work.

(j) Appointing authorities shall be responsible for establishing all vacation leave schedules but may not discipline employees by imposing unusual vacation schedules. Vacation shall be granted to the employee as provided by this ordinance in one of the following ways:

(1) When the employee requests vacation leave in accordance with departmental policies;

(2) When directed to take paid time off by the appointing authority;

(3) When an employee is terminated or resigns from the Classified Service;

(4) When an employee whose salary is established in Sections 2(a), 2(b), 2(c) or 2(d) reaches the established maximum accrual and would cease accruing vacation and notifies the appointing authority in writing of his/her intention to schedule vacation. Such notice shall be at least seven (7) days prior to the first work day the employee intends to take off. If the appointing authority fails to establish a different vacation schedule, the employee may take the paid leave, which was proposed in writing.

(5) With the approval of the appointing authority, an employee may request and receive payment from the appointing authority for forty (40) hours of vacation accrual in lieu of scheduling paid leave provided that the full vacation allowance for that year is not exceeded. This may be done a maximum of once in each calendar year. Management employees may request payment from the appointing authority for up to an additional forty (40) hours of their vacation accrual balances in lieu of scheduling paid leave if their schedules do not permit them to be absent from work. Employees whose pay is established in Section 2(c) of this ordinance may

request payment for up to ninety-six (96) hours of vacation. These requests are subject to the prior approval of the Director of Personnel.

(k) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed six (6) months of continuous service. When employment is terminated before completing twelve (12) months of continuous service, any previously granted vacation leave shall be deducted from the employee's final pay. When the service of an employee is terminated after twelve (12) months of continuous service, any accumulated vacation that is due the employee shall be paid.

(l) Employees who separate from the Classified Service, who are certified from a reemployment list, and who return to the Classified Service within twenty-four (24) months of the separation, will be given credit for prior continuous service in determining the vacation accrual rate in accordance with Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the date of the employee’s original appointment.

(m) Employees who move to the Classified Service from the Unclassified Service shall be given credit for the years of service in the Unclassified Service in determining the vacation accrual rate in accordance with Section 17(a) or 17(b) of this ordinance and based on the date of the employee’s original appointment.

(n) Employees who return to work from a "reemployment from layoff" eligible list shall be eligible to use vacation as soon as it is accrued, unless stated otherwise in this ordinance, provided the employee has completed six (6) months of continuous service prior to the layoff

and with approval of the appointing authority. An employee who has completed less than six (6) months of continuous service will be required to complete the remaining portion of the six (6) months period before being eligible to use vacation.

Any such reemployed worker shall be given credit for prior continuous service in determining the employee's vacation accrual rate in accordance with the schedule established in Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the employee's original appointment. A Commissioned Officer who retires and is rehired as a civilian employee will be considered a new employee for vacation purposes.

(o) Appointing authorities shall be responsible for the management of their vacation schedules so as to most effectively administer their organizations and fulfill the desire of employees in the establishment of leave schedules.

(p) Accrued vacation shall be carried with an employee when transferred, promoted, or demoted from a position under one appointing authority to a position under another appointing authority without a break in service or change in method of pay. Upon the death of an employee, the person or persons entitled by law to receive any compensation due the employee shall be paid the amount due the employee for accrued vacation.

(q) With the approval of the appointing authority, a retiring employee may be paid on the payroll for accrued vacation in the month prior to retirement without inclusion in the employee's final average compensation. An appointing authority may pay previously accrued vacation off in a lump sum to an employee whose service with the City has terminated. Such payment shall be made on the employee's last regular paycheck.

(r) Employees occupying excepted positions in the Classified Service shall be granted vacation at the discretion of their appointing authority. An employee whose term in an excepted position ends and who is then appointed to a permanent competitive position working fifty percent (50%) time or more shall become eligible to accrue vacation leave with pay upon appointment to the competitive position. Length of cumulative service for the purpose of determining rate of vacation leave accrual shall be based on the employee's original date of appointment to the excepted position, providing there was no break in service between expiration of the excepted position and appointment to the permanent competitive position. The date of appointment to the permanent competitive position shall be used to determine the appropriate rate of vacation accrual for the corresponding length of cumulative service in accordance with the schedule established in Section 17(b).

(s) Appointing authorities shall report leave with pay for vacation and such other authorized absences as the Director of Personnel shall designate to the Department of Personnel in such form and at such time as the Director of Personnel may require.

SECTION 18.

SICK LEAVE

(a) Employees (non-Police Division employees) ceased accruing sick leave beginning July 18, 2010. Employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City ceased accruing sick leave on June 30, 2014. An employee may choose to use his/her sick leave in accordance with regulations established by the Director of Personnel.

(b) An active employee who is a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis, and who applies for retirement and immediately retires from active service, shall receive payment for his/her sick leave balance less any sick leave credited or paid to a member or used in the calculation of retirement benefits under this or any other ordinance(s). If the Employees Retirement System or Firemen's Retirement System provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be limited to a maximum of fifty percent (50%) of the value of the employee's sick leave balance. If the Employees Retirement System of the City of St. Louis provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be fifty percent (50%) of the value of the employee's sick leave balance at time of retirement.

(c) If a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis who had been otherwise eligible for Normal or Early Service Retirement dies his/her estate may receive payment based on the calculation above on the employee's sick leave balance, if any. Payment shall be made in accordance with the procedures established by the Director of Personnel.

(d) An employee who is reemployed from an authorized layoff shall have his/her prior sick leave balance if any restored, provided this balance has not been used in the determination of pension benefits paid to the retiree.

(e) Commissioned officers will be granted sick leave at the rate of 3.70 hours bi-weekly. In addition, military reinstatements will be credited, on the date of their reinstatement, with the

number of sick leave credits accumulated prior to entering the military. Officers hired prior to April 20, 2011, may earn and bank sick leave hours on an unlimited basis until termination from the Division.

(f) Commissioned officers hired prior to April 20, 2011, with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Officers hired prior to April 20, 2011, who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other officers hired prior to April 20, 2011, terminating their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(g) Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners hired prior to April 20, 2011, and continuously employed by the City who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to April 20, 2011, and

continuously employed by the City who terminate their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(h) All Commissioned officers, excluding Police Officer Trainees, may be eligible to receive paid time off for perfect and near perfect attendance.

(i) There shall be no advancement of paid sick leave. Sick leave shall be paid at full pay at the current rate of compensation.

SECTION 19.

MEDICAL LEAVE

(a) Medical leave with pay shall be granted to bi-weekly rate employees in permanent competitive positions working fifty percent (50%) time or more in accordance with regulations and procedures established by the Director of Personnel.

(1) All employees, unless otherwise stated in this ordinance, shall accrue three (3) hours of medical leave for each bi-weekly pay period of employment but must complete the entire pay period to accrue the medical leave at the end of said pay period. This accrual rate is established for employees working an average work week of forty (40) hours. Medical leave shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. An eligible employee may be granted paid medical leave by his/her appointing authority after completing twenty-six (26) weeks of continuous service.

(2) Employees in Section 2(a) or 2(b) hired by the Police Division on or after September 1, 2013, shall accrue medical leave as stated above in Section 19(a)(1).

(3) Employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, shall be entitled to all of the sick and medical leave accrued during such employment. Subject to the provisions of Section 19(a), medical leave with pay shall be granted at the rate of 3.70 hours bi-weekly to employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, employed by the City and continuously employed by the City on September 1, 2013.

(b) The Director of Personnel may establish a system of cash awards, paid time off or other incentives to reward employees for perfect and near perfect attendance.

(c) An appointing authority shall remove an employee from the payroll for unexcused absence in accordance with regulations and procedures established by the Director of Personnel. When an employee is docked from the payroll under the provisions of this section, the amount deducted from his/her regular bi-weekly rate of pay shall be one times (1.0x) the regular hourly rate as defined in this ordinance for each hour of unexcused absence. If an employee is docked from the payroll for one (1) hour or more in a bi-weekly pay period, he/she will cease to accrue medical leave for the pay period.

(d) If management decides to send their employees or a group of employees home due to inclement weather, they will not lose their medical leave accrual for that pay period.

(e) All leave with or without pay for illness, injury, or physical inability to perform assigned duties shall be recorded on the payroll or a subsidiary document in the manner established by the

Director of Personnel. Compensation for periods of absence from work when an employee sustains an injury by accident on the job shall be governed by the provisions of Section 24 (Workers' Compensation and Disability Leave) of this ordinance.

(f) An employee who is reemployed from an authorized layoff shall have his/her prior medical leave balance and sick leave balance restored if any, provided any sick leave balance has not been credited to the employee's length of service in determining pension benefits paid to the retiree. An employee who is reemployed from an authorized layoff and who has a medical and/or sick leave balance and who completed twenty-six (26) weeks of continuous employment prior to the layoff may take approved medical and/or sick leave upon reemployment.

(g) Each appointing authority shall institute procedures, in accordance with regulations established by the Director of Personnel that will discourage the improper use of medical leave with pay. When an employee is removed from the payroll for absence not approved by the appointing authority, the employee shall be notified promptly in writing.

(h) Employees shall not receive payment for any medical leave balance, and it shall not be used in the calculation of retirement benefits or payments under this ordinance or any other ordinance.

(i) There shall be no advancement of medical leave.

SECTION 20.

MILITARY LEAVE

The City of St. Louis will follow all applicable state and federal laws on the granting of military leave and reemployment rights.

Each employee is required to give advance notice (at least 30 days prior to departure when feasible), preferably in writing, of service obligation or intention to perform services in the uniformed services, unless such notice is prevented by military necessity, as determined by a designated authority, or impossible or unreasonable under all of the circumstances.

Upon the expiration of military leave of absence, the employee shall be reinstated to the class of position he/she occupied at the time the leave was granted without breaking continuity of service. Failure of an employee to report for duty within the time pursuant to state or federal law shall be just cause for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee upon his/her return.

Full-time, permanent employees paid a bi-weekly rate of pay who are called to active duty as a member of the National Guard or any reserve component of the Armed Forces of the United States and who are placed on a military leave of absence will be granted compensation in the amount to offset the difference between the employee's gross bi-weekly pay with the City and his/her total military pay plus allowances if such military pay and allowances is less than the employee's regular gross bi-weekly rate of pay and subject to submission of documentation as required by the Director of Personnel.

SECTION 21.

LEAVES OF ABSENCE AND FAMILY/MEDICAL LEAVE

An employee may request a leave of absence, or an appointing authority may request a leave of absence for an employee, for any reason under the City's general leave policy, or a "Family/Medical Leave of Absence" for certain qualifying reasons under provisions of "The

Family and Medical Leave Act of 1993" as provided in this ordinance and under additional provisions and regulations as determined by the Director of Personnel.

(a) An appointing authority, with the approval of the Director of Personnel, may grant an employee in a competitive position a general leave of absence without pay for a period of one (1) year, which may be extended, with the prior approval of the Director of Personnel.

Upon the expiration of such leave of absence, the employee shall be reinstated to the competitive position he/she occupied at the time the leave was granted provided the position is still in existence and he/she is able to perform the duties of the position. The employee shall be reinstated to the competitive position at the same relative rate in the salary range the employee occupied at the time the leave was initiated. Failure of an employee to report for duty promptly at the expiration of the leave shall be just cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee on leave other than military leave or qualifying family/medical leave may be notified by the appointing authority, with the approval of the Director of Personnel, to return prior to the expiration of such leave. Failure of the employee to return within ten (10) calendar days after receipt of such notice shall terminate his/her leave of absence and be just cause for dismissal, subject to any applicable federal, state or local regulations.

(b) The City of St. Louis will follow all applicable state and federal laws on the granting of family/medical leave. The City of St. Louis will provide up to six (6) weeks of paid family/medical leave, in accordance with the City's "Family/Medical Leave Policy."

The Director of Personnel shall establish additional rules, guidelines and procedures for the effective administration of the City's "Family/Medical Leave Policy." The policy shall comply with all provisions of the "Family/Medical Leave Act of 1993" and any amendments thereafter.

Employees must take all of their accrued time (sick leave, medical leave, vacation leave) prior to being placed on leave without pay status for approved Family and Medical Leave, except employees can keep one (1) week of vacation hours (if they have accrued one (1) week of vacation and are eligible to take them). Employees will be allowed to use all their compensatory time, if requested by employee.

(c) Any employee in a competitive position who is appointed to an excepted position in the Classified Service shall be granted an in-service leave without pay from the competitive position during the term to which he/she is appointed to the excepted position. Such leave shall be for the term of the appointment to the excepted position and until his/her successor qualifies. Upon the expiration of the appointment to the excepted position, the employee shall be reinstated to the competitive position he/she occupied immediately prior to the in-service leave. The employee shall be reinstated to the competitive position as under a temporary promotion pursuant to Section 6(a)(2) of this ordinance. Employees who are returned to a competitive position shall retain any vacation, compensatory time, sick leave, or medical leave balance in effect at the time of granting of the leave of absence for appointment to the excepted position. Employees shall be given credit for time spent in an excepted appointment in computing eligibility for additional vacation leave accrual.

(d) In the event that emergency conditions occur which require the closing of City-operated facilities, or the temporary cessation of functions carried out by classified employees, the Mayor of the City of St. Louis may declare an emergency and require an employee or group of employees to take leaves of absence with or without pay while such emergency conditions exist. In the event that the Mayor requires that the leave of absence be without pay, an employee with vacation or accrued compensatory time may elect to take the accrued time off with pay in lieu of all or a part of such non-paid leave of absence. Such non-paid leave of absence shall not interrupt continuity of service for vacation accrual. An emergency leave of absence declared by the Mayor shall not exceed ninety (90) days.

(e) Employees who are granted general leaves of absence and other non-paid leaves of absence, except military leave, must take all accrued vacation at the start of the leave of absence except as otherwise provided in this ordinance. Employees who are granted or placed on a non-paid leave of absence will not accrue vacation, sick leave, and medical leave during the period of non-paid leave. Upon the expiration of such leaves of absence, the employee shall follow the procedures as established in this Section 21 and any other applicable regulations and procedures as established by the Director of Personnel.

(f) An appointing authority, with the prior approval of the Director of Personnel, may put an employee on a forced leave of absence with or without pay pending the outcome of an investigation or of a pending disciplinary action against the employee. Employees being placed on forced leave may elect to be placed on either vacation leave or compensatory time.

(g) In the event that a fiscal crisis occurs in the City of St. Louis, employees may request voluntary furloughs. The Director of Personnel may issue regulations to govern the furlough program.

SECTION 22.

INSURANCE BENEFITS

The City of St. Louis is hereby authorized to devise and establish by contract or otherwise plans for life, health, medical, disability, and other insurance coverage deemed necessary for employees in the Classified Service and other employees for the City and their dependents. The Director of Personnel shall develop and administer programs to provide for such coverage. The Director of Personnel shall confer with the Board of Estimate and Apportionment by February 1st of each year regarding coverage plans and the appropriate funding level. The Director shall then be charged with the responsibility of establishing the applicable funding level and remittance rates for the aforementioned plans and certify same to the Comptroller and Budget Director by March 1st of each year. The Director of Personnel may amend said rates as needed.

SECTION 23.

DEATH BENEFIT

In the event any employee of the City whose pay is established by this ordinance dies as a result of injuries arising out of and in the course of his/her employment by the City, the City shall pay compensation in accordance with the Missouri Workers' Compensation Law. The Director of Personnel and the City Counselor shall establish procedures for making the payments

required by the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made. Such compensation shall be in addition to any life insurance benefits paid for by the City or by the employee which is available to the employee's beneficiaries and also in addition to any benefit provided by the Employees Retirement System of the City of St. Louis, the Firemen's Retirement System of the City of St. Louis, or the Firefighters Retirement Plan.

SECTION 24.

WORKERS' COMPENSATION AND DISABILITY LEAVE

(a) Any employee in the Classified Service whose class title and grade are established in Section 1(a) and denoted by the suffix "G," "M," "T" or "E" of this ordinance, including employees who are compensated on a per performance or unit of work basis, who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where an employee's duties are being performed or where an employee's presence is required as part of his/her employment, shall promptly report such injury by accident or occupational disease to his/her immediate supervisor. The supervisor shall in turn report, through the appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. The appointing authority shall promptly provide such written information and recommendations as may be requested by the City Counselor to aid in making the determination of the period of disability.

The employee who suffers a personal injury as described in part (a) of this section, and which results in temporary disability, may elect to use sick or medical leave for the first three (3)

days of temporary disability. Thereafter, the employee will be compensated at the rate mandated by the Missouri Workers' Compensation Law. If the period of disability extends fourteen (14) calendar days or more, the three (3) days of sick or medical leave used during the first three (3) days of disability will be restored to the employee's sick or medical leave balance. The City Counselor shall determine the actual amount of compensation and length of time during which payments are made for such temporary disability in accordance with the Missouri Workers' Compensation Law.

(b) (1) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease while engaged in actual fire suppression, or related emergency response activities on or about the premises where these activities are being performed, or during transportation to and from the scene of the fire, or emergency, shall promptly report such injury to his/her immediate supervisor. The injury shall be promptly reported through appropriate management personnel to the Director of Personnel and the City Counselor. During the period of temporary disability which has been determined by the City Counselor to be a result of an injury by accident or occupational disease as defined above, the employee may be continued on the payroll at the regular bi-weekly rate less any amount the employee would otherwise pay in taxes on that portion of the benefit found to be exempt from taxation under the Missouri Workers' Compensation Law, or the federal tax code. Disability leave may also be granted when an employee suffers injury as a result of participation in Training Simulation of an exceptional and highly dangerous nature wherein the appointing

authority or the Director of the Department of Public Safety has gained the approval of the Director of Personnel prior to such Training Simulation.

(2) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where his/her duties are being performed, except as otherwise provided in Section 25(b)(1) above shall likewise, promptly report such injury to his/her immediate supervisor, who shall report, through his/her appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. During any such period of temporary disability, the employee shall be entitled to workers' compensation benefits as prescribed by State Law.

(3) Employees in the competitive service whose pay is established in Section 2(d) of this ordinance who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies. Employees in the competitive service whose pay is established in Section 2(a) or 2(b) of this ordinance and who were employed by the Board of Police Commissioners and who remain employed by the Police Division who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies.

(c) The City Counselor, the Director of Personnel, or the appointing authority may require an employee to undergo a physical examination and medical or surgical treatment at the expense of the City to diagnose and treat injuries or illnesses arising out of employment.

(d) The City Counselor and the Comptroller shall establish procedures for paying compensation to employees or former employees who are permanently disabled and due compensation under the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made.

(e) The City Counselor and the Director of Personnel shall be responsible for the administration of the provisions of this Section and shall establish and publish procedural regulations for the administration of the program. Each appointing authority shall establish procedures to comply with the provisions of this section and established regulations.

SECTION 25.

JURY AND WITNESS LEAVE

(a) Jury leave with pay shall be granted to bi-weekly rate employees working fifty percent (50%) time or more for such time when such employees are serving as jurors pursuant to order of the St. Louis Circuit Court or United States District Court in St. Louis. Any bi-weekly rate employee, when so summoned for jury service, shall report such fact within seventy-two (72) hours to his/her appointing authority and display to the appointing authority the summons which the employee has received and shall give the appointing authority in writing the date and the time of such jury service. No bi-weekly rate employee shall receive any compensation from the Jury Commissioner or the United States District Court system for jury service for days the employee

receives compensation from the City. A bi-weekly rate employee may keep the jury stipend for days when the employee receives no compensation from the City (off days, docks, leaves, etc.). Upon being discharged from serving as a juror by the Court or Jury Commissioner, the employee shall forthwith report to his/her appointing authority if discharged during their normally scheduled work hours and shall submit to his/her appointing authority a written statement from the Jury Commissioner certifying that the employee has served as a juror and the time and date so served. The appointing authority shall, upon receipt of the statement of jury service, credit the employee with paid jury leave for such service.

(b) Leave with pay shall be granted to bi-weekly rate employees for such time when the employee's presence is required by the prosecutor in a criminal proceeding or grand jury procedure, a trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-weekly rate employee, when so subpoenaed as a prosecution witness or whose presence is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72) hours to his/her appointing authority and shall give the appointing authority in writing the date and time his/her presence is required for such criminal prosecution. Each appointing authority shall establish controls to assure that any paid leave is actually required by the prosecuting authority. An appointing authority may require an employee to furnish satisfactory evidence of being required to be off the job and that all time off was in connection with the prosecution of the case. This procedure shall apply for employee participation in criminal prosecution in State or Federal Courts.

SECTION 26.

DEFERRED COMPENSATION

(a) Authority is hereby granted for the establishment of a deferred compensation plan for the City of St. Louis.

(b) In accordance with the regulations applicable to the plan, as set out herein, the Comptroller is authorized to enter into an agreement with eligible participants, whereby said participants may designate a portion of their future earnings to be deducted by the City and placed in a fund to be designated "City of St. Louis Deferred Compensation Plan Fund" for the purpose of providing tax deferred benefits to the participants upon retirement.

(c) The Board of Estimate and Apportionment is hereby authorized to establish or select a specific plan or plans in accordance with the requirements set out in this ordinance. In establishing the plan, the Board of Estimate and Apportionment may elect to retain outside parties to provide administrative and/or investment services after following competitive bidding procedures. The Board of Estimate and Apportionment is authorized, after analyzing the various competitive bids submitted in accordance with the requirements of this ordinance, to select the plan or plans it determines to meet the requirements established as a part of the competitive bidding procedures and to be in the best interest of the participants. No investment plan shall be considered unless offered by a duly licensed resident agent representing a company duly licensed and authorized by the State of Missouri and other applicable federal regulatory agencies to offer such insurance or investment programs.

In the event Federal or State legislation is changed in a manner affecting and/or relating to any of the aforementioned Deferred Compensation provisions contained in this Section, the

Board of Estimate and Apportionment of the City of St. Louis may amend the deferred compensation plan accordingly and may execute any and all documents necessary to achieve and effectuate the recommended changes.

SECTION 27.

RETIREMENT

The following provisions shall apply to the Employees Retirement System:

(a) "Final Average Compensation" is equal to one-half of the sum of (1) and (2) below:

(1) The annual compensation received by a member for the two (2) consecutive years of creditable service in which the highest compensation was received preceding the termination of his/her employment, and

(2) The balance of a member's sick leave on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for and/or calculation of retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(b) If a member has less than two (2) consecutive years of creditable service his/her final average compensation shall be equal to the sum of (1) and (2) below, divided by (3) below and then multiplied by (4) below:

(1) The sum of monthly compensation received by the member for each consecutive month of creditable service immediately preceding the termination of his/her employment;

(2) The balance of a member's sick leave pay on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(3) The number of consecutive months of creditable service immediately preceding the termination of his/her employment, and

(4) Twelve (12).

The years of creditable service of a member shall be the number of years and completed full calendar months of service during which he/she receives compensation from the first day of the calendar month following the date of the beginning of each employment with an employer until his/her employment is terminated, subject to the provisions of this section. The years of creditable service of an employee (as that term is defined in Subsection 11 of Section Four of Ordinance 66511) hired after the operative date (as that term is defined in Subsection 18 of Section Four of Ordinance 66511) who had attained the age of sixty (60) years at initial employment shall be the number of years and completed months of service during which he/she receives compensation from October 1, 1988, and hereafter, from the first day on or after October 1, 1988, of the beginning of each employment with an employer until his/her employment is terminated. No creditable service shall be granted for any period of employment before October 1, 1988, after the calendar month in which the member attains age seventy (70).

No creditable service for prior employment shall be granted an employee who becomes a member after April 1, 1960, unless he/she was employed by an employer on April 1, 1960.

A member's accrued sick leave balance less the sum of (a), (b) and (c) below shall be considered as additional creditable service for calculation of retirement benefits under any provision of this Ordinance 66511, as amended:

(a) Sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, and

(b) Sick leave hours paid to the member upon termination of his/her employment, and

(c) Sick leave hours used in determining final average compensation.

SECTION 28.

SEVERABILITY

The sections of this ordinance shall be severable. In the event that any section of this ordinance is found by a court of competent jurisdiction to be invalid, the remaining sections of this ordinance are valid, unless the court finds the valid sections of the ordinance are so essential and inseparably connected with and dependent upon the void section that it cannot be presumed that the Board of Aldermen would have enacted the valid sections without the void ones, or unless the court finds that the valid sections standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION 29.

REPEAL OF PREVIOUS ORDINANCES

Ordinance Number 71512 and all other ordinances or amendments, or parts thereof

conflicting with the provisions of this ordinance are hereby repealed.

SECTION 30.

EMERGENCY CLAUSE

This ordinance being deemed necessary for the immediate preservation of the public peace, health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.

SECTION 31.

POLICE DIVISON

The compensation terms contained herein for officers and employees assigned to the Police Division are subject to change in the event of the enactment of any laws or regulations that result in the City no longer possessing sole and exclusive right to operate and direct all officers and employees assigned to the Police Division.

INDEX TO COMPENSATION ORDINANCE

This index is for general reference purposes and may not reference all provisions of this ordinance. For complete scope refer to specific provisions of this ordinance.

SECTION(S)

Alphabetical List of Classes 1

Attendance Record.....14, 15

Changes to Classification Plan.....11

Codes for Classes.....1

Compensatory Time.....15, 16

For Overtime 15
In Lieu of Holiday 16
Maximum Balance 15
Continuous Service 7, 17
For Salary Increase 7
For Vacation 17
Conversion to New Pay Schedule 9
Death Benefit 23
Deferred Compensation 26
Disability Leave 24
Education Reimbursement 3
Employment Cycle 15
Employment Schedule 15
Holidays 16
Employees Excluded ..... 2(j), 16
Hours of Work 14
Incentive and Award Program ..... 2(o)
Insurance Benefits 22
Jury Leave 25
Leaves of Absence 21
Emergency ..... 21(d)

Excepted Positions, Coverage of ..... ……21(c)
Family/Medical 21
Forced .....21(f)
Interruption of Continuous Service.....7(b)
Medical Leave.....19
Military Leave.....20
Minimum Hours of Work 14
Moving Expenses.....2(m)
Overtime (OVTM).....1, 15
Parking Expenses…… 2(v)
Pay
Advanced Skills .....2(p)
Bi-Weekly Schedules.....2
Commuting Allowance .....2(h)
Contingency Assignment Differential ..... 2(t)(1)
Continuous Service for Increase 7
Decreases 7
Demotion.....6
Elected Officials..... 2(e)
Excepted Positions.....7(f)
Fire Division ..... 2(c)

Foreign Language ..... 2(o)(2)
Hiring Incentive ..... 2(n)
Holiday 16
Hourly Rates ..... 2(j)
Income Sources 8
Within Range and Exceptional Performance Increases 7
On-Call Rates ..... 2(l)
Overtime 15
Per Performance Rates ..... 2(j)
Police Division ..... 2(d)
Promotion 6
Reallocation 6
Recruitment Rate 5
Reemployment Rate 5
Retention ..... 7(j)
Salary Range Limitations 4
Starting Salaries 5
Shift Differential ..... 2(f)
Stipends for Board and Commission Members ..... 2(i)
Temporary Assignment Differential ..... 2(t)(2)
Time Lines for Payment 10

Trainee Rates ..... 2(k)
Transfer 6
Units of Work ..... 2(j)
Vehicle Maintenance and Use Allowance ..... 2(u)
Weekend Differential ..... 2(g)
Payroll 12, 13
Police Division 31
Relocation ..... 2(m)
Retirement 27
Severability 28
Sick Leave 18
Employees Excluded ..... 2(j)
Suggestion Program ..... 2(o)(4)
Tool Allowance ..... 2(s)
Vacation 17
Employees Excluded ..... 2(j), 17
Uniform Allowance ..... 2(r)
Workers' Compensation 24

Approved:

ORDINANCE 71512

BOARD BILL NUMBER 48 INTRODUCED BY ALDERMAN BRANDON BOSLEY

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing **Ordinance Number 71099**; allocating certain other employees to a grade with rate; and including an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the first pay period following approval by the Mayor.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION 1.

ALPHABETICAL LIST OF CLASSES

(a) Beginning with the effective date of this ordinance, the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

		GRADE/	
TITLE	**CODE**	**SCHEDULE**	**OVTM**
Abatement and Exemption Analyst	1424	15 G	3
Account Clerk	1142	11 G	3
Accountant	1442	14 G	2

1	Accounting Coordinator	1444	15	G	1
2	Accounting Manager	1446	17	M	1
3	Accounting Officer	1447	16	M	1
4	Accounting Supervisor	1443	15	M	1
5	Administrative Assistant I	1621	13	G	3
6	Administrative Assistant II	1622	14	G	3
7	Administrative Assistant III	1623	15	M	1
8	Administrative Assistant to the Mayor	1721	14	G	1
9	Air Pollution Inspector	3922	13	G	3
10	Airfield Maintenance Foreman	3322	14	G	3
11	Airfield Maintenance Supervisor	1638	15	M	2
12	Airfield Maintenance Worker	3324	12	G	3
13	Airfield Maintenance Worker (Lead)	3327	13	G	3
14	Airfield Operations Specialist	1631	14	G	3
15	Airfield Operations Specialist (Lead)	1635	15	G	3
16	Airfield Painter/Maintenance Worker	3247	36	T	3
17	Airfield Painter/Maintenance Worker (Lead)	3248	37	T	3
18	Airport Assistant Director Air Service and				
19	Business Development	1688	19	M	1
20	Airport Assistant Director Community Programs	1655	19	M	1
21	Airport Assistant Director Finance and Accounting	1651	19	M	1

1	Airport Assistant Director Planning and Engineering	1653	19	M	1
2	Airport Assistant Director Operations and				
3	Maintenance	1634	19	M	1
4	Airport Building Maintenance Supervisor	1684	14	M	2
5	Airport Deputy Director Finance and Administration	1686	21	M	1
6	Airport Deputy Director Operations	1639	21	M	1
7	Airport Deputy Director Planning and Development	1652	21	M	1
8	Airport Emergency Preparedness Coordinator	1630	14	G	3
9	Airport Fleet Maintenance Manager	3273	16	M	1
10	Airport Operations Supervisor	1636	16	M	2
11	Airport Planning Manager	1656	18	M	1
12	Airport Police Captain	2145	15	M	1
13	Airport Police Chief	2147	17	M	1
14	Airport Police Lieutenant	2144	14	G	2
15	Airport Police Officer	2141	12	G	3
16	Airport Police Sergeant	2143	13	G	3
17	Airport Power Plant Manager	1687	16	M	1
18	Airport Properties Division Manager	1654	18	M	1
19	Airport Properties Inspector	4222	13	G	3
20	Airport Properties Specialist	1681	14	G	3
21	Airport Properties Supervisor	1682	15	G	3

1	Airport Risk Manager	1683	15	G	3
2	Airport Traffic Officer	2172	9	G	3
3	Animal Care and Control Officer	2113	11	G	3
4	Animal Regulation Center Supervisor	2116	14	G	3
5	Arborist	3654	15	G	1
6	Architect	4433	15	G	1
7	Architectural Manager	4434	17	M	1
8	Assessor	1439	20	M	1
9	Asset Manager	1486	19	M	1
10	Assistant Fire Chief	2235	81	F	1
11	Assistant Mechanical Maintenance Worker	3412	9	G	3
12	Attorney I	2361	15	G	1
13	Attorney II	2362	17	G	1
14	Attorney III	2363	18	G	1
15	Attorney IV	2367	20	G	1
16	Attorney Manager	2364	20	M	1
17	Audit Coordinator	1474	15	G	1
18	Audit Manager	1475	17	M	1
19	Audit Supervisor	1473	16	M	1
20	Auditor I	1471	13	G	2
21	Auditor II	1472	14	G	2

1	Battalion Fire Chief	2227	77	F	1
2	Benefits Clerk	1541	10	G	3
3	Benefits Specialist	1545	12	G	3
4	Billing Supervisor	1192	14	G	3
5	Blacksmith	3231	36	T	3
6	Budget Analyst	1461	14	G	3
7	Budget Analyst (Senior)	1462	15	G	3
8	Budget Director	1468	21	M	1
9	Budget Manager	1466	16	M	1
10	Building Inspection Manager I	3856	16	M	1
11	Building Inspection Manager II	3857	17	M	1
12	Building Inspection Supervisor	3855	15	G	3
13	Building Inspector I	3851	36	T	3
14	Building Inspector II	3852	37	T	3
15	Building Maintenance and Operations Supervisor	3753	14	G	3
16	Building Maintenance Worker	3411	12	G	3
17	Buyer	1223	14	G	3
18	CAD Technician	4422	12	G	3
19	Capital Improvement Project Liaison	4344	15	G	3
20	Carpenter	3211	36	T	3
21	Carpenter (Lead)	3212	37	T	3

1	Carpenter Foreman	3213	39	T	3
2	Cashier	1182	9	G	3
3	Cashier Supervisor	1184	11	G	3
4	Chemist I	3551	13	G	2
5	Chemist II	3552	14	G	2
6	Chemistry Supervisor	3553	16	G	1
7	Chief of Staff	1737	23	M	1
8	Chief Paramedic	5721	17	M	1
9	Chief Plan Examiner	4233	17	M	1
10	City Counselor	2368	22	M	1
11	City Court Administrator	1676	16	M	1
12	City Court Judge	2369	17	G	1
13	City Planning Executive	4143	19	M	1
14	City Register	1661	14	M	1
15	City Surveyor	4293	15	G	3
16	Civil Engineer I	4241	14	G	2
17	Civil Engineer II	4242	15	G	1
18	Civil Engineer III	4243	16	G	1
19	Civil Engineer III/Computer Network Coordinator	4244	16	G	1
20	Civil Engineer Supervisor	4245	16	M	1
21	Clerical Aide	1111	5	G	3

1	Clerical Supervisor	1115	13	G	3
2	Clerk Typist	1122	9	G	3
3	Clerical Coordinator	1123	10	G	3
4	Client Service Coordinator I	6147	13	G	3
5	Client Service Coordinator II	6148	14	G	3
6	CODIS Administrator	2541	15	G	1
7	Commissioner of Buildings	3858	20	M	1
8	Commissioner of Communications	1811	17	M	1
9	Commissioner of Community Mediation	2389	17	M	1
10	Commissioner of Corrections	2373	20	M	1
11	Commissioner of Emergency Management	2181	17	M	1
12	Commissioner of Equipment Services	3277	19	M	1
13	Commissioner of Excise	2193	17	M	1
14	Commissioner of Facilities Management	3755	19	M	1
15	Commissioner of Forestry	3644	19	M	1
16	Commissioner of Health	5688	21	M	1
17	Commissioner of Parks	3645	19	M	1
18	Commissioner of Recreation	7137	19	M	1
19	Commissioner of Refuse	3135	19	M	1
20	Commissioner of Streets	4248	19	M	1
21	Commissioner of Supply	1229	18	M	1

1	Commissioner of Towing	3349	17	M	1
2	Commissioner of Traffic	4283	19	M	1
3	Commissioner of Water	4329	20	M	1
4	Commissioner of the Civilian Oversight Board	2179	17	M	1
5	Commissioner on the Disabled	6163	17	M	1
6	Communications Center Coordinator	2161	14	G	3
7	Communications Equipment Installer	1869	31	T	3
8	Communications Service Center Manager	1865	18	M	1
9	Communications Service Center Specialist I	1861	13	G	3
10	Communications Service Center Specialist II	1862	15	G	3
11	Communications Service Center Supervisor	1864	16	M	1
12	Community Development Planner I	4121	13	G	3
13	Community Development Planner II	4122	14	G	3
14	Community Development Planner III	4126	15	G	1
15	Community Development Research Analyst	4184	15	G	3
16	Community Development Specialist I	4123	13	G	3
17	Community Development Specialist II	4124	14	G	3
18	Community Development Supervisor	4127	15	M	1
19	Community Health Aide	5624	10	G	3
20	Community Program Aide	6171	10	G	3
21	Comptroller	1489	2	E	1

1	Computer Operations Supervisor	1327	13	M	1
2	Computer Operator I	1323	10	G	3
3	Computer Operator II	1324	11	G	3
4	Computer Programmer I	1331	13	G	3
5	Computer Programmer II	1332	14	G	3
6	Concrete Finisher	3283	36	T	3
7	Construction and Maintenance Manager	3759	17	M	1
8	Construction Equipment Foreman I	3334	39	T	3
9	Construction Equipment Foreman II	3335	40	T	3
10	Construction Equipment Operator I	3332	35	T	3
11	Construction Equipment Operator II	3333	36	T	3
12	Construction Project Leader	4346	15	G	3
13	Contract Compliance Officer	1662	14	G	2
14	Contract Specialist	1663	11	G	3
15	Contract Supervisor	1664	15	G	3
16	Contract Supervisor for the Comptroller	1665	16	M	1
17	Correctional Case Worker	2337	12	G	3
18	Correctional Center Superintendent	2372	19	M	1
19	Correctional Chief of Security	2338	15	M	1
20	Correctional Classification Assistant	2333	11	G	3
21	Correctional Investigator	2339	12	G	3

1	Correctional Officer I	2331	11	G	3
2	Correctional Officer II	2332	12	G	3
3	Correctional Program Manager	2374	16	M	1
4	Correctional Shift Supervisor	2335	14	G	3
5	Correctional Training Coordinator	2381	14	G	2
6	Correctional Training Officer	2384	13	G	3
7	Correctional Unit Manager	2375	15	M	1
8	Court Room Clerk	1118	9	G	3
9	Court Room Clerk Coordinator	1119	10	G	3
10	Criminal Intelligence Analyst	2611	16	G	1
11	Criminal Intelligence Manager	2613	17	M	1
12	Criminalist I	2544	13	G	3
13	Criminalist II	2545	14	G	3
14	Criminalist Supervisor	2546	16	M	1
15	Cultural Resources Director	1674	18	M	1
16	Custodian	3711	6	G	3
17	Custodian (Lead)	3712	7	G	3
18	Customer Service Manager	1189	16	M	1
19	Customer Service Representative I	1116	10	G	3
20	Customer Service Representative II	1117	11	G	3
21	Customer Service Supervisor	1185	13	M	2

1	Data Entry Supervisor	1315	11	G	3
2	Data Processing Manager	1365	18	M	1
3	Deputy Airport Police Chief	2146	16	M	1
4	Deputy Assessor	1435	18	M	1
5	Deputy Budget Director	1467	17	M	1
6	Deputy Chief Paramedic	5724	16	M	1
7	Deputy City Counselor	2366	21	M	1
8	Deputy City Engineer	4316	21	M	1
9	Deputy Commissioner of Buildings	3859	19	M	1
10	Deputy Commissioner of Corrections	2376	19	M	1
11	Deputy Commissioner of Equipment Services	3275	17	M	1
12	Deputy Commissioner of Refuse	3134	17	M	1
13	Deputy Commissioner of Supply	1228	17	M	1
14	Deputy Comptroller	1488	21	M	1
15	Deputy Director of Civil Rights Enforcement Agency	6138	16	M	1
16	Deputy Director of Employment and Training	6228	18	M	1
17	Deputy Director of Personnel	1528	20	M	1
18	Deputy Director of Planning and Urban Design	4188	19	M	1
19	Deputy Director of Public Safety	2152	20	M	1
20	Deputy Fire Chief	2231	78	F	1
21	Deputy Marshal	2121	10	G	3

1	Detention Center Superintendent	2371	18	M	1
2	Digital/Printing Press Operator	2412	31	T	3
3	Director of Airports	1658	23	M	1
4	Director of Civil Rights Enforcement Agency	6139	18	M	1
5	Director of Community Development	4144	22	M	1
6	Director of Employment and Training	6229	20	M	1
7	Director of Health and Hospitals	5589	23	M	1
8	Director of Human Services	6169	21	M	1
9	Director of Information Technology	1367	21	M	1
10	Director of Parks, Recreation and Forestry	3649	21	M	1
11	Director of Personnel	1529	22	M	1
12	Director of Planning and Urban Design	4186	20	M	1
13	Director of Public Safety	2151	22	M	1
14	Director of Public Utilities	4349	21	M	1
15	Director of Streets	4249	21	M	1
16	Disabled Services Representative	6173	11	G	3
17	DNA Technical Leader	2548	15	G	1
18	Document Specialist	5643	11	G	3
19	Electrical Engineer	4261	15	G	1
20	Electrical Engineer (Senior)	4262	16	G	1
21	Electrical Inspection Supervisor	3815	15	G	3

1	Electrical Inspector I	3811	36	T	3
2	Electrical Inspector II	3812	38	T	3
3	Electrical Supervisor	3226	15	M	2
4	Electrician	3223	36	T	3
5	Electrician (Lead)	3224	38	T	3
6	Electrician Foreman	3225	39	T	3
7	Electronic Control Systems Technician	3442	36	T	3
8	Electronic Instrument Technician	3443	36	T	3
9	Electronic Technician Supervisor	3444	39	T	3
10	Emergency Management Specialist	2183	15	G	1
11	Emergency Management System Technician	2182	36	T	3
12	Employment and Training Representative	6211	12	G	3
13	Employment and Training Specialist I	6213	13	G	3
14	Employment and Training Specialist II	6214	14	G	3
15	Employment and Training Specialist III	6215	15	G	3
16	Employment and Training Specialist IV	6218	17	G	1
17	EMS Communications Supervisor	5723	14	M	2
18	EMS Dispatcher	5731	11	G	3
19	EMS Inventory Supervisor	5722	12	G	3
20	EMS Lead Dispatcher	5732	12	G	3
21	EMS Training Specialist	5719	14	G	3

EMT (Emergency Medical Technician)	5714	11	G	4
Engineering Manager I	4312	17	M	1
Engineering Manager II	4313	18	M	1
Engineering Technician I	4224	13	G	3
Engineering Technician II	4225	14	G	3
Engineering Technician Supervisor	4226	15	M	2
Environmental Court Coordinator	3881	15	M	1
Environmental Engineer	4254	15	G	1
Environmental Health Officer	5622	13	G	3
Environmental Health Supervisor	5638	14	G	2
Environmental Regulatory Compliance and Safety Manager	1659	19	M	1
Epidemiologist	5642	16	G	1
Estimator	4223	13	G	3
Executive Assistant I	1628	16	G	1
Executive Assistant II	1629	17	M	1
Executive Assistant to the Mayor	1725	20	M	1
Executive Director for Development	1728	23	M	1
Executive Director for Operations	1736	23	M	1
Executive Director of the Affordable Housing Commission	1722	19	M	1

Executive Director of the Criminal Justice Coordinating Council	2388	17	M	1
Executive Secretary I	1134	12	G	3
Executive Secretary II	1135	14	G	2
Executive Secretary to the Comptroller	1136	14	G	2
Executive Secretary to the Mayor	1727	21	M	1
Exercise Physiologist	2572	13	G	3
Facilities Maintenance Worker	3419	35	T	3
Financial Analyst	1482	15	G	1
Financial Supervisor/Information Systems Coordinator	1484	16	M	1
Fingerprint Manager	2549	16	M	1
Fingerprint Technician Supervisor	2557	14	G	3
Fire Alarm Manager	2216	74	F	1
Fire Captain	2226	72	F	3
Fire Commissioner	2239	83	F	1
Fire Equipment Dispatcher	2212	69	F	3
Fire Private	2222	69	F	3
Firearms Examiner	2551	13	G	3
Firearms Examiner Supervisor	2553	16	M	2
Fiscal Manager	1448	18	M	1
Fiscal Officer I	1492	16	G	1

1	Fiscal Officer II	1493	17	G	1
2	Fiscal Operations Support Manager	1491	19	M	1
3	Fitness Programs Supervisor	2573	14	G	3
4	Fleet Body Repair Specialist	3288	35	T	3
5	Fleet Maintenance Foreman I	3266	39	T	3
6	Fleet Maintenance Foreman II	3267	40	T	3
7	Fleet Maintenance Manager	3274	16	M	1
8	Fleet Maintenance Parts Specialist	3287	31	T	3
9	Fleet Maintenance Parts Supervisor	3284	33	T	3
10	Fleet Maintenance Technician I	3261	31	T	3
11	Fleet Maintenance Technician II	3262	35	T	3
12	Fleet Maintenance Technician III	3263	37	T	3
13	Fleet Maintenance Technician IV	3265	38	T	3
14	Food Establishment Inspector	5631	13	G	3
15	Forensic Science Technician	2555	11	G	3
16	Forestry Foreman	3641	11	G	3
17	Forestry Supervisor	3622	13	G	3
18	Gardener	3632	10	G	3
19	Gardener Supervisor	3633	11	G	3
20	GIS Specialist I/Graphic Designer	4111	13	G	3
21	GIS Specialist II/Graphic Designer	4112	14	G	3

1	GIS/Graphic Design Manager	4113	15	M	1
2	GIS Systems Manager	1361	17	M	1
3	Government Services Administrator	1627	17	M	1
4	Government Services Analyst	1625	16	G	1
5	Grants Administrator	1453	15	M	1
6	Grants Manager	1455	17	M	1
7	Graphic Arts Technician	4187	37	T	3
8	Graphic Designer	4182	12	G	3
9	Health Care Compliance Specialist	5515	14	G	3
10	Health Education Planner	5696	12	G	3
11	Health Marketing Administrator	5685	16	G	1
12	Health Planning Executive	5571	17	M	1
13	Health Services Manager I	5681	17	M	1
14	Health Services Manager II	5682	18	M	1
15	Heavy Equipment Operator I	3325	10	G	3
16	Heavy Equipment Operator II	3326	11	G	3
17	Historic Preservation Planner I	4192	13	G	3
18	Historic Preservation Planner II	4193	14	G	3
19	Housekeeping Manager	3719	14	M	2
20	Housekeeping Supervisor I	3715	11	G	3
21	Housekeeping Supervisor II	3716	13	G	3

1	Housing Development Analyst	4125	14	G	3
2	Housing Development Analyst (Senior)	4128	15	G	3
3	Human Relations Specialist	6131	13	G	3
4	Human Resources Manager	1523	18	M	1
5	Human Resources Specialist	1514	14	G	3
6	Human Resources Coordinator	1515	15	G	3
7	Human Resources Supervisor	1516	16	G	1
8	HVAC Foreman	3418	39	T	3
9	HVAC Mechanic	3417	36	T	3
10	Information Security Administrator	1369	17	G	1
11	Information Systems Administrator	1362	20	M	1
12	Information Systems Coordinator	1322	13	G	3
13	Information Systems Support Manager	1363	19	M	1
14	Internet Services Manager	1368	18	M	1
15	Inventory Control Technician	1212	9	G	3
16	Inventory Coordinator	1215	10	G	3
17	Inventory Supervisor	1213	11	G	3
18	Investigative Assistant	2579	13	G	3
19	Labor Foreman I	3121	12	G	3
20	Labor Foreman II	3125	13	G	3
21	Labor Supervisor	3128	14	M	2

1	Laboratory Director	3555	17	M	1
2	Laboratory Manager	2542	17	M	1
3	Laboratory Supervisor	5463	16	M	1
4	Laboratory Technician	3554	11	G	3
5	Landscape Supervisor	3634	14	G	3
6	Latent Fingerprint Examiner	2554	14	G	3
7	Lead Abatement Inspector	5626	13	G	3
8	Lead Abatement Worker	5625	11	G	3
9	Lead Abatement Worker (Lead)	5627	12	G	3
10	Legal Investigator I	2351	13	G	3
11	Legal Investigator II	2352	14	G	3
12	Legal Secretary	1151	12	G	3
13	Librarian	2575	14	G	3
14	Licensed Practical Nurse	5181	11	G	3
15	Lifeguard	7111	5	G	3
16	Lifeguard Supervisor	7112	7	G	3
17	Liquor Control Officer	2191	11	G	3
18	Liquor Control Supervisor	2192	14	G	3
19	Locksmith	3416	35	T	3
20	Machine Shop Foreman	3238	38	T	3
21	Machinist	3233	36	T	3

1	Mail Room Supervisor	1186	14	G	3
2	Mayor	1739	3	E	1
3	Mechanical Engineer	4271	15	G	1
4	Mechanical Engineer (Senior)	4272	16	G	1
5	Mechanical Equipment Inspection Supervisor	3845	15	M	1
6	Mechanical Inspector I	3841	36	T	3
7	Mechanical Inspector II	3843	38	T	3
8	Mechanical Maintenance Foreman	3415	38	T	3
9	Mechanical Maintenance Worker	3413	35	T	3
10	Medical Service Coordinator	6149	14	G	3
11	Medical Technologist	5461	13	G	3
12	Medical Technologist (Lead)	5462	14	G	3
13	Messenger/Mail Clerk	1181	5	G	3
14	Microcomputer Support Specialist	1328	11	G	3
15	Municipal Parking Garage Manager	3133	14	M	1
16	Neighborhood Development Executive	3872	17	M	1
17	Neighborhood Improvement Specialist	3871	14	G	3
18	Neighborhood Improvement Supervisor	3873	15	G	3
19	Network Systems Manager	1364	19	M	1
20	Nurse Practitioner	5131	16	G	1
21	Nutrition Program Coordinator	5664	14	G	2

1	Painter	3242	36	T	3
2	Painter (Lead)	3243	37	T	3
3	Painter Foreman	3245	39	T	3
4	Paralegal	2365	12	G	3
5	Paramedic	5717	13	G	4
6	Paramedic Crew Chief	5718	14	G	4
7	Paramedic Supervisor	5716	15	G	4
8	Park Facilities Maintenance Superintendent	3617	16	M	1
9	Park Maintenance Manager	3618	16	M	1
10	Park Ranger	2132	10	G	3
11	Park Ranger Supervisor	2133	11	G	3
12	Park Supervisor I	3612	12	G	3
13	Park Supervisor II	3613	13	G	3
14	Parking Garage Attendant	3114	6	G	3
15	Parking Garage Attendant (Lead)	3115	8	G	3
16	Parkkeeper	3611	11	G	3
17	Parole and Probation Officer	2321	13	G	3
18	Parole and Probation Supervisor	2324	15	M	1
19	Payroll Manager	1449	17	M	1
20	Payroll Specialist I	1171	10	G	3
21	Payroll Specialist II	1172	11	G	3

1	Payroll Specialist III	1174	12	G	3
2	Payroll Supervisor	1173	14	G	3
3	Permit Supervisor	1673	14	M	1
4	Personal Property Appraisal Manager	1415	15	M	1
5	Personal Property Appraisal Supervisor	1413	14	M	2
6	Personal Property Appraiser I	1411	11	G	3
7	Personal Property Appraiser II	1412	12	G	3
8	Pest Control Worker	5699	9	G	3
9	Photographer I	2558	10	G	3
10	Photographer II	2559	11	G	3
11	Physician	5553	18	G	1
12	Pipefitter	3254	36	T	3
13	Plan Examiner	4232	14	G	2
14	Plumber	3251	36	T	3
15	Plumber Foreman	3253	39	T	3
16	Plumbing Inspection Supervisor	3824	15	M	1
17	Plumbing Inspector I	3821	36	T	3
18	Plumbing Inspector II	3822	38	T	3
19	Police Assistant Chief	2536	81	D	1
20	Police Captain	2526	74	D	1
21	Police Commissioner	2538	83	D	1

1	Police Dispatch Manager	2568	15	M	1
2	Police Dispatch Supervisor	2566	13	G	3
3	Police Dispatcher I	2563	10	G	3
4	Police Dispatcher II	2564	11	G	3
5	Police Lieutenant	2524	72	D	1
6	Police Lieutenant Colonel	2534	78	D	1
7	Police Major	2532	77	D	1
8	Police Officer	2514	69	D	3
9	Police Planner I	2591	13	G	3
10	Police Planner II	2592	15	G	3
11	Police Planning Manager	2593	17	M	1
12	Police Probationary Officer	2513	69	D	3
13	Police Sergeant	2522	71	D	3
14	Polygraph Examiner	2576	14	G	3
15	President, Board of Aldermen	1748	1	E	1
16	President, Board of Public Service	4348	23	M	1
17	Printing and Duplicating Graphics Manager	2413	15	M	1
18	Printing Supervisor	2414	13	G	3
19	Prisoner Processing Clerk	2582	9	G	3
20	Prisoner Processing Supervisor	2584	13	G	3
21	Probationary Fire Equipment Dispatcher	2211	69	F	3

1	Probationary Fire Private	2221	69	F	3
2	Process Control Specialist	4265	15	G	2
3	Procurement Specialist	1225	13	G	3
4	Procurement/Purchasing Manager I	1226	16	M	1
5	Procurement/Purchasing Manager II	1227	17	M	1
6	Program Coordinator	1698	14	G	3
7	Program Manager I	1693	15	M	1
8	Program Manager II	1694	16	M	1
9	Program Specialist I	1696	11	G	3
10	Program Specialist II	1691	12	G	3
11	Program Supervisor	1692	13	G	3
12	Program Worker	7312	5	G	3
13	Programmer/Analyst I	1341	15	G	2
14	Programmer/Analyst II	1342	16	G	2
15	Programmer/Analyst III	1343	17	G	2
16	Public Health Education Coordinator	5648	15	G	2
17	Public Health Educator	5695	15	G	3
18	Public Health Intake Supervisor	5646	15	G	2
19	Public Health Intake Worker	5647	12	G	3
20	Public Health Nurse I	5651	14	G	3
21	Public Health Nurse II	5653	15	G	3

1	Public Health Nurse III	5654	16	G	2
2	Public Health Nursing Supervisor	5655	17	M	1
3	Public Health Program Representative	5693	13	G	3
4	Public Health Program Specialist	5691	14	G	3
5	Public Health Program Supervisor	5694	15	G	2
6	Public Information Manager	1617	18	M	1
7	Public Information Officer I	1614	13	G	2
8	Public Information Officer II	1615	15	G	1
9	Public Information Officer Supervisor	1616	15	M	1
10	Public Information Officer to the Comptroller	1618	15	G	1
11	Public Information Officer to the Mayor	1613	16	G	1
12	Public Nuisance Inspector	3861	10	G	3
13	Public Safety Dispatcher I	2175	10	G	3
14	Public Safety Dispatcher II	2176	11	G	3
15	Public Safety Dispatcher III	2177	12	G	3
16	Public Safety Specialist	2136	15	G	1
17	Real Estate Records Clerk	1668	10	G	3
18	Real Estate Records Manager	1426	14	M	1
19	Real Estate Specialist	1667	13	G	3
20	Real Property Appraisal Manager	1429	17	M	1
21	Real Property Appraisal Supervisor I	1428	15	M	1

1	Real Property Appraisal Supervisor II	1427	16	M	1
2	Real Property Appraiser I	1421	13	G	3
3	Real Property Appraiser II	1422	14	G	3
4	Receptionist	1161	8	G	3
5	Receptionist to the Mayor	1162	9	G	3
6	Records Retention Supervisor	1187	14	G	3
7	Recreation Area Manager	7118	16	M	1
8	Recreation Assistant	7116	7	G	3
9	Recreation Leader	7117	10	G	3
10	Recreation Supervisor I	7114	12	G	3
11	Recreation Supervisor II	7115	14	M	2
12	Refuse Route and Safety Coordinator	3931	11	G	3
13	Refuse Superintendent	3131	16	M	1
14	Registered Nurse I	5121	14	G	3
15	Registered Nurse II	5122	15	G	3
16	Research Analyst to the Mayor	1729	16	G	1
17	Safety Officer I	1531	13	G	3
18	Safety Officer II	1532	14	G	3
19	Safety Officer III	1533	15	G	3
20	School Crossing Guard	2174	5	G	3
21	Secretary and Stenographer to the Mayor	1138	11	G	3

1	Secretary I	1131	9	G	3
2	Secretary II	1132	10	G	3
3	Secretary to the Board of Estimate and Apportionment	1137	12	G	3
4	Secretary to the Board of Public Service	1671	14	M	1
5	Security Officer	2131	10	G	3
6	Senior Fire Equipment Dispatcher	2215	72	F	3
7	Senior Plan Examiner	4234	15	G	1
8	Senior Plan Examiner/Code Development Specialist	4235	16	G	1
9	Solid Waste Route Foreman	3127	13	G	3
10	Soulard Market Manager	3757	15	M	1
11	Special Assistant for Development	1724	17	M	1
12	Special Assistant to the Comptroller	1672	16	G	1
13	Special Assistant to the Mayor	1723	17	G	1
14	Special Assistant to the Water Commissioner	3538	17	M	1
15	Special Events Program Executive	1697	18	M	1
16	Specialist on Aging I	6121	13	G	3
17	Specialist on Aging II	6122	14	G	3
18	Stable Attendant	2577	9	G	3
19	Stationary Engineer	3423	36	T	3
20	Street and Traffic Inspection Supervisor	3956	14	M	1
21	Street and Traffic Inspector	3954	11	G	3

1	Street and Traffic Liaison	1643	14	M	1
2	Street Lighting Superintendent	3229	16	M	1
3	Street Maintenance Superintendent	3132	16	M	1
4	Sunshine Law Administrator	1626	17	M	1
5	Superintendent of Soldiers' Memorial	3756	14	M	1
6	Supervising Deputy Marshal	2124	11	G	3
7	Supervising Stationary Engineer	3428	15	M	2
8	Supervisor-STD Intervention and Outreach Program	5649	15	M	2
9	Survey Projects Coordinator	4246	15	G	1
10	Systems Analyst	1351	15	G	2
11	Systems Analyst Senior	1353	17	G	1
12	Systems Development Manager	1366	19	M	1
13	Systems Development Specialist	1355	17	G	2
14	Systems Project Leader	1352	18	M	1
15	Technical Support Specialist I	1371	15	G	3
16	Technical Support Specialist II	1372	16	G	3
17	Telecommunications Inspector	1824	13	G	3
18	Telecommunications Maintenance Supervisor	1854	13	G	3
19	Telecommunications Specialist	1853	14	G	3
20	Telecommunications Supervisor	2173	12	G	3
21	Telecommunications Technician	1855	12	G	3

1	Telecommunicator	2171	10	G	3
2	Tow Truck Operator	3311	10	G	3
3	Towing Services Foreman	3313	11	G	3
4	Towing Services Supervisor	3314	14	M	2
5	Trades Helper	3281	31	T	3
6	Traffic Control Supervisor	3439	14	M	3
7	Traffic Engineer	4281	15	G	1
8	Traffic Engineer (Senior)	4282	16	G	1
9	Traffic Engineering Manager	4284	17	M	1
10	Transportation Center Operations Specialist	3752	11	G	3
11	Transportation Center Operations Supervisor	3751	16	M	1
12	Tree Trimmer	3621	10	G	3
13	Urban Designer	4185	14	G	3
14	Urban Forester	3652	14	G	2
15	Urban Forestry Assistant	3651	11	G	3
16	Urban Forestry Superintendent	3656	16	M	1
17	Utility Locator	3119	12	G	3
18	Utility Worker	3117	9	G	3
19	Utility Worker (Lead)	3118	10	G	3
20	Veterinarian	2119	16	G	1
21	Veterinarian Technician	2118	11	G	3

1	Video Engineer	1823	40	T	3
2	Video Production Manager	1812	16	M	1
3	Video Production Specialist	1822	36	T	3
4	Video Production Supervisor	1821	40	T	3
5	Water Distribution Executive	4314	19	M	1
6	Water Distribution Superintendent	3535	16	M	1
7	Water Distribution Supervisor	3534	14	M	3
8	Water Maintenance Foreman	3517	13	G	3
9	Water Maintenance Technician	3518	12	G	3
10	Water Meter Worker	3521	10	G	3
11	Water Meter Worker Supervisor	3522	13	G	3
12	Water Plant Maintenance Foreman	3543	39	T	3
13	Water Plant Maintenance Manager	3531	17	M	1
14	Water Plant Maintenance Mechanic	3541	36	T	3
15	Water Plant Maintenance Mechanic (Lead)	3542	38	T	3
16	Water Production Engineer	3536	17	M	1
17	Water Production Executive	4315	19	M	1
18	Water Services Manager	3537	14	M	1
19	Water Treatment Plant Operator	3515	36	T	3
20	Water Treatment Plant Supervisor I	3514	38	T	3
21	Water Treatment Plant Supervisor II	3519	39	T	3

Web Development Specialist I	1345	14	G	2
Web Development Specialist II	1346	15	G	2
Welder	3235	36	T	3
Workers Compensation Specialist	1543	13	G	3
Zoning Administrator	4165	16	M	1
Zoning Inspector	4163	10	G	3
Zoning Specialist	4162	12	G	3

SECTION 2.

OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) - General and Management Schedule, (b) - Trades Schedule, (c) - Fire Division Schedule, (d) - Police Division Schedule and (e) - Elected Official Schedule.

The official pay schedules hereby adopted have been determined to constitute fair and equitable rates of pay. Due consideration has been given to both the employees and the taxpayers in adopting the official pay schedules. In setting these official pay schedules, the principle of like pay for like work, and suitable differences in pay for differences in work, has been duly observed.

(a) GENERAL AND MANAGEMENT PAY SCHEDULE:

(1) The following bi-weekly pay schedule for all pay grades denoted with the suffix "G" or "M" shall become effective with the start of the first bi-weekly pay period following the effective date of this ordinance.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**
Step									
1								1308	1442
2								1328	1464
3							1240	1347	1485
4							1259	1368	1508
5							1278	1388	1531
6							1297	1409	1553
7							1316	1431	1577
8							1336	1452	1601
9						1246	1357	1474	1624
10						1265	1377	1496	1649
11						1283	1398	1518	1674
12						1303	1418	1541	1698
13						1323	1440	1564	1724
14					1236	1342	1462	1587	1750
15					1255	1363	1483	1611	1776
16					1273	1383	1506	1636	1803
17					1293	1404	1527	1660	1830
18					1312	1424	1551	1685	1857
19					1332	1446	1574	1710	1885

1	20					1246	1351	1468	1598	1736	1914	
2	21					1265	1372	1490	1621	1762	1943	
3	22					1284	1393	1512	1646	1788	1971	
4	23					1303	1413	1535	1671	1815	2001	
5	24					1323	1435	1558	1695	1843	2031	
6	25				1237	1343	1456	1581	1721	1869	2061	
7	26				1256	1363	1478	1605	1747	1898	2092	
8	27				1274	1383	1501	1629	1774	1926	2124	
9	28				1294	1404	1522	1653	1799	1955	2156	
10	29				1312	1426	1546	1678	1827	1985	2188	
11	30		1236	1244	1352	1468	1592	1729	1882	2045	2254	

Grade	**14**	**15**	**16**	**17**	**18**	**19**	**20**	**21**	**22**	**23**
Step										
1	1653	1894	2173	2494	2860	3285	3772	4070	4391	4739
2	1678	1923	2206	2531	2904	3334	3829	4130	4457	4810
3	1704	1952	2239	2569	2947	3384	3886	4192	4524	4882
4	1728	1981	2272	2608	2991	3435	3944	4255	4592	4955
5	1754	2011	2306	2647	3035	3487	4004	4319	4661	5029
6	1781	2040	2341	2686	3082	3538	4063	4384	4730	5106
7	1808	2071	2376	2726	3127	3592	4124	4450	4801	5182
8	1834	2102	2412	2768	3174	3645	4186	4517	4873	5259
9	1862	2134	2448	2809	3222	3700	4249	4585	4946	5338
10	1890	2166	2485	2851	3270	3755	4313	4654	5020	5419
11	1919	2198	2522	2894	3320	3812	4378	4723	5095	5500
12	1948	2231	2560	2938	3369	3869	4443	4794	5173	5583

13	1977	2265	2599	2982	3420	3927	4509	4866	5250	5666
14	2006	2299	2638	3026	3471	3986	4577	4939	5328	5752
15	2036	2333	2677	3071	3524	4046	4646	5013	5409	5837
16	2067	2368	2717	3118	3576	4107	4715	5088	5490	5925
17	2098	2404	2758	3164	3630	4168	4786	5164	5572	6014
18	2129	2440	2800	3212	3684	4230	4859	5242	5656	6104
19	2161	2476	2841	3260	3739	4294	4931	5320	5740	6195
20	2194	2513	2884	3309	3796	4359	5005	5400	5827	6288
21	2227	2551	2927	3359	3852	4424	5080	5481	5914	6383
22	2260	2589	2971	3409	3910	4491	5156	5563	6003	6479
23	2294	2629	3016	3460	3969	4558	5233	5646	6092	6576
24	2328	2668	3061	3512	4028	4626	5312	5731	6184	6674
25	2363	2708	3106	3565	4089	4696	5392	5817	6277	6774
26	2399	2748	3153	3618	4150	4766	5472	5905	6371	6876
27	2435	2789	3200	3672	4213	4837	5555	5994	6466	6979
28	2471	2831	3249	3728	4276	4910	5638	6083	6563	7084
29	2508	2874	3297	3783	4339	4983	5723	6175	6662	7190
30	2584	2967	3403	3909	4488	5155	5921	6392	6900	7450

(b) TRADES PAY SCHEDULE:

(1) The following bi-weekly pay schedule for all pay grades denoted with the suffix "T" shall become effective with the start of the first bi-weekly pay period following the effective date of this ordinance.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	**31**	**32**	**33**	**34**	**35**	**36**	**37**	**38**	**39**	40

Step										
1			1260	1319	1380	1445	1514	1582	1657	1736
2			1278	1339	1401	1467	1537	1606	1682	1761
3		1242	1298	1360	1422	1488	1559	1629	1708	1788
4		1261	1317	1380	1443	1511	1583	1654	1732	1815
5		1280	1337	1401	1465	1534	1607	1679	1759	1842
6	1241	1299	1358	1421	1487	1556	1632	1705	1785	1869
7	1261	1318	1377	1443	1509	1580	1655	1730	1812	1897
8	1279	1339	1398	1465	1532	1604	1680	1756	1840	1926
9	1299	1359	1419	1486	1555	1627	1706	1782	1867	1955
10	1317	1379	1440	1509	1578	1652	1731	1809	1895	1985
11	1338	1400	1462	1532	1602	1677	1757	1836	1923	2015
12	1358	1420	1484	1554	1625	1703	1784	1863	1952	2045
13	1378	1442	1506	1578	1650	1727	1811	1891	1982	2075
14	1399	1464	1529	1602	1675	1754	1838	1920	2012	2106
15	1419	1485	1551	1625	1701	1780	1865	1949	2041	2138
16	1441	1508	1575	1650	1725	1807	1893	1978	2072	2170
17	1463	1531	1599	1675	1751	1833	1921	2007	2103	2202
18	1484	1553	1622	1700	1778	1861	1950	2037	2134	2235
19	1507	1577	1647	1725	1805	1889	1980	2068	2167	2269
20	1530	1601	1672	1751	1831	1918	2010	2099	2199	2303
21	1552	1624	1696	1777	1859	1947	2039	2131	2232	2337

22	1576	1649	1722	1804	1887	1976	2070	2163	2266	2372
23	1600	1674	1748	1830	1915	2005	2101	2195	2300	2408
24	1623	1698	1774	1858	1944	2035	2132	2228	2334	2444
25	1648	1724	1800	1886	1973	2066	2164	2262	2369	2481
26	1673	1750	1828	1915	2002	2097	2197	2296	2405	2518
27	1697	1777	1855	1944	2032	2128	2230	2330	2441	2556
28	1723	1803	1883	1972	2063	2160	2263	2365	2477	2595
29	1749	1830	1912	2002	2094	2193	2297	2400	2514	2634
30	1919	2006	2101	2201	2297	2411	2524	2636	2767	2891

(c) FIRE DIVISION PAY SCHEDULE:

The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Division Pay Schedule in effect. The following bi-weekly pay schedule for all pay grades denoted with the suffix "F" shall become effective with the start of the first bi-weekly pay period following the effective date of this ordinance.

FIRE BI-WEEKLY RANGE OF PAY

	Class Codes							
	2211 2221	2212 2222	2215 2226	2216	2227	2231	2235	2239
Current Years of Service	69F	69F	72F	74F	77F	78F	81F	83F
0	1894.22							
1		1946.72						
2		1995.32						

3	2085.52						
4	2130.14						
5	2188.11						
6	2246.10						
7	2357.31	2912.69					
8	2437.10	3014.51					
9	2519.76	3119.71	3357.19				
10	2527.14	3127.01	3364.54				
11	2550.23	3134.27	3371.88	3644.78			
12	2557.91	3141.65	3379.18	3652.12	3736.97	3907.86	4549.09
13	2565.17	3148.95	3386.53	3659.33	3848.18	4019.07	4563.64
14	2572.44	3156.25	3393.79	3666.69	3855.44	4026.37	4578.24
15	2579.82	3163.55	3401.08	3673.98	3862.83	4033.81	4592.84
16	2587.08	3170.80	3408.39	3681.33	3870.07	4040.98	4607.49
17	2594.47	3178.19	3415.73	3688.14	3877.48	4048.40	4622.08
18	2601.73	3185.50	3426.13	3695.89	3884.70	4055.68	4636.64
19	2608.98	3192.88	3430.32	3703.22	3891.99	4062.93	4651.33
20	2616.32	3200.11	3437.64	3710.58	3899.33	4070.36	4665.97
21	2623.63	3207.43	3444.92	3717.88	3906.63	4077.56	4680.53
22	2630.92	3214.78	3452.28	3725.13	3914.01	4084.92	4695.12
23	2638.26	3222.09	3459.63	3732.43	3921.23	4092.22	4709.78
24	2645.53	3229.42	3466.93	3739.73	3928.66	4099.51	4724.28
25	2652.87	3236.69	3474.27	3747.12	3935.87	4106.90	4738.98
26	2660.18	3243.99	3481.58	3754.42	3943.18	4114.12	4753.63
27	2667.56	3251.33	3488.83	3761.67	3950.58	4121.46	4768.31
28	2674.82	3258.63	3496.17	3768.93	3957.79	4128.67	4782.92
29	2682.07	3265.84	3503.47	3776.32	3965.18	4136.06	4797.43
30	2689.37	3273.23	3510.68	3783.62	3972.39	4143.45	4812.12

(d) POLICE DIVISION PAY SCHEDULE:

The following bi-weekly pay schedule for all pay grades denoted with the suffix "D" shall become effective with the start of the first bi-weekly pay period following the effective date of this ordinance.

POLICE BI-WEEKLY RANGE OF PAY

Class Codes								
2513	2514	2522	2524	2526	2532	2534	2536	2538

Current Years of Service	69D	69D	71D	72D	74D	77D	78D	81D	83D
0	1894.22								
1		1946.72							
2		1995.32							
3		2085.52							
4		2130.14							
5		2188.11	2555.04						
6		2246.10	2561.39						
7		2357.31	2690.78	2912.69					
8		2437.10	2783.86	3014.51					
9		2519.76	2880.00	3119.71	3357.19				
10		2527.14	2887.30	3127.01	3364.54				
11		2550.23	2894.66	3134.27	3371.88	3644.78			
12		2557.91	2901.91	3141.65	3379.18	3652.12	3736.97	3907.86	4549.09
13		2565.17	2909.26	3148.95	3386.53	3659.33	3848.18	4019.07	4563.64
14		2572.44	2916.60	3156.25	3393.79	3666.69	3855.44	4026.37	4578.24
15		2579.82	2923.86	3163.55	3401.08	3673.98	3862.83	4033.81	4592.84
16		2587.08	2931.16	3170.80	3408.39	3681.33	3870.07	4040.98	4607.49
17		2594.47	2938.50	3178.19	3415.73	3688.14	3877.48	4048.40	4622.08
18		2601.73	2945.80	3185.50	3426.13	3695.89	3884.70	4055.68	4636.64
19		2608.98	2953.10	3192.88	3430.32	3703.22	3891.99	4062.93	4651.33
20		2616.32	2960.41	3200.11	3437.64	3710.58	3899.33	4070.36	4665.97
21		2623.63	2967.66	3207.43	3444.92	3717.88	3906.63	4077.56	4680.53
22		2630.92	2975.04	3214.78	3452.28	3725.13	3914.01	4084.92	4695.12
23		2638.26	2982.34	3222.09	3459.63	3732.43	3921.23	4092.22	4709.78
24		2645.53	2989.61	3229.42	3466.93	3739.73	3928.66	4099.51	4724.28
25		2652.87	2996.95	3236.69	3474.27	3747.12	3935.87	4106.90	4738.98
26		2660.18	3004.21	3243.99	3481.58	3754.42	3943.18	4114.12	4753.63
27		2667.56	3011.60	3251.33	3488.83	3761.67	3950.58	4121.46	4768.31
28		2674.82	3018.90	3258.63	3496.17	3768.93	3957.79	4128.67	4782.92
29		2682.07	3026.15	3265.84	3503.47	3776.32	3965.18	4136.06	4797.43
30		2689.37	3033.49	3273.23	3510.68	3783.62	3972.39	4143.45	4812.12

(**e**) **ELECTED OFFICIAL PAY SCHEDULE:**

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect and extends through the term of office for each elected official:

GRADE	BI-WEEKLY RATE
1E	$3491
2E	$4315
3E	$5070

(2) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," shall become effective beginning with any term of office starting after the effective date of this ordinance:

GRADE	BI-WEEKLY RATE
1E	$3596
2E	$4444
3E	$5222

(f) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute a promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee in Section 2(a) or 2(b) to be eligible for shift differential compensation, the employee must work a shift that requires the completion of four (4) hours of

work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive shift differential if they are regularly scheduled to work at least four (4) hours between 4:00 p.m. and 8:00 a.m. the following morning. Employees shall be entitled to receive shift differential compensation for no more than one shift worked between the hours of 4:00 p.m. and 8:00 a.m. Employees who are assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) or 2(b) the shift differential premium shall be one percent (1 percent) of the employee's regular base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

An employee whose pay range is established in Section 2(a) or 2(b) shall receive shift differential for working a portion of an eligible shift, provided the portion of the shift not worked is charged to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour shall not be counted toward the payment of the differential.

(2) For those employees whose pay range is established in Section 2(c), the shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly assigned 24-hour shift to be eligible for any shift differential for the shift. Such employees shall not receive shift differential for overtime worked, which is not part of their regular schedule. This provision

will not go into effect until shift differential is agreed upon by the Director of Personnel and the Union (Local 73) in writing.

Except shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment Dispatcher classifications whose pay range is established in Section 2(c).

(3) For Police Officer Trainees and employees whose pay grade is denoted with the suffix D, the night shift differential shall be ten percent (10 percent) of the hourly rate for all full hours worked between the hours of 11 p.m. and 7 a.m. and all eight (8) hour shifts beginning between 10:30 p.m. and 11:30 p.m.

(4) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(g) WEEKEND DIFFERENTIAL: When employees whose pay range is established in Section 2(a) or 2(b) work on a Saturday and/or a Sunday they shall be eligible for weekend differential. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend differential when it is part of their regularly scheduled work hours. This differential shall be one percent (1 percent) of an employee's base bi-weekly rate. An employee shall receive weekend differential for working any portion of an eligible day. This differential shall only be paid for full hours worked. Weekend differential shall not be paid to employees compensated on an hourly or per performance basis or bi-weekly paid employees who work part-time. Neither will

the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(h) COMMUTING ALLOWANCE: Employees residing within the corporate limits of the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of one hundred forty-one dollars ($141.00) bi-weekly on the effective date of this ordinance. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting. City employees who are temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis shall be entitled to a per diem rate for the duration of the assignment. No employee living outside of the corporate limits of the City of St. Louis shall receive a commuting allowance.

A period of absence of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee shall immediately be eligible to resume receiving commuting allowance, reduced in proportion to the time the employee did not work due to absence.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate limits of the City of St. Louis to the work site and back shall not be entitled to the commuting allowance.

(i) BOARD AND COMMISSION STIPENDS:

Title	**Code**	**Stipend**
Member, Building Energy Improvement Board	1979-00-B	$50 per meeting
Member, Airport Commission	1980-00-B to 24 meetings a year	$53 per meeting, up
Member, Board of Adjustment	1981-00-B	$75 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	$60 per meeting
Member, Board of Equalization	1983-00-B	$150 per day
Member, Board of Engineers	1984-00-B	$45 per meeting, up to 2 meetings a week
Member, Board of Examiners of Plumbers	1985-00-B	$60 per month
Member, Board of Examiners of Fumigators	1986-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors	1987-00-B	$45 per meeting, up to 3 meetings a month

Member, Board of Tax Appeals	1988-00-B	$60 per meeting
Member, Civil Service Commission	1989-00-B	$55 per meeting up to 30 meetings a year
Member, Board of Building Appeals	1990-00-B	$60 per meeting, up to 50 meetings a year
Member, Board of Building Code Review	1991-00-B	$60 per meeting, up to 1 meeting a week
Member, Boiler Rules Committee	1992-00-B	$45 per meeting
Member, Committee of Electrical Examiners	1993-00-B	$45 per meeting, up to 15 meetings a year
Member, Committee on Plumbing Review	1994-00-B	$45 per meeting, up to 15 meetings a year
Member, Demolition Contractors' Certification Board	1995-00-B	$45 per meeting, up to 15 meetings a year
Member, Board of Merchants' and Manufacturers' Tax Equalization	1996-00-B	$83 per day in session, up to 60 meetings during regular 12 week session, but not to exceed 105 meetings

		a year
Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per day, per meeting or per month rate established above.

(j) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating similar employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except that an appointing authority, with the prior approval of the Director of Personnel, and when sufficient funds have been appropriated for the fiscal year, may establish a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly rate employees who would be entitled to employee benefits.

(k) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(l) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be available for a call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(l) may include reasonable minimum pay guarantees for employees required to return to the work site to perform emergency duties. The provisions of this Section 2(l) shall not be construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(m) The Director of Personnel may authorize payment of special recruitment bonuses, travel, moving and related expenses to recruit employees for positions when funds for this purpose are appropriated.

(n) The Director of Personnel may approve the payment of hiring incentives to current employees to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25 percent) of the annual salary of the position for which the recruitment is made.

(o) (1) An appointing authority, with the prior approval of the Director of Personnel, may establish cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity or effectiveness. The incentives offered may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose.

(2) The Director of Personnel, upon the request of the appropriate appointing authority, may establish a program of cash awards or other incentives, not to exceed ten percent (10 percent) of annual salary, paid as an addition to pay, for the purpose of providing additional compensation for employees who are fluent in a foreign language and who use this skill in the necessary and regular recurring performance of the duties of their position. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel.

(3) Notwithstanding any other provision in this ordinance, the Director of Personnel is authorized to extend the maximum of the pay ranges by up to forty percent (40 percent) for the purpose of compensating positions which are extremely hard to fill.

(4) The Director of Personnel may provide an Employee Suggestion Program which grants cash and other awards to recognize employee suggestions which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10 percent) of the annual tangible net savings. Cash awards

and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to pay, which does not change an employee's bi-weekly rate. The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(p) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a higher rate than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the prior approval of the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications, registrations or certifications related to the duties of the position and when such academic qualifications, registrations, or certifications are not deemed necessary qualifications for the class of position.

The Director of Personnel may also establish other bonus, incentive or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives, bonuses, or reimbursements awarded under such programs do not result in an employee being ruled ineligible for bonuses or salary increases permitted under other sections of this pay ordinance.

(q) In Skilled Trades classes, defined as those that have bona fide apprenticeship programs registered with the Department of Labor or documented attainment of equivalent apprenticeship programs, employees who have completed such apprenticeship programs and attained journeyman status shall be granted the special skills recruitment rate for the class if a special skills recruitment rate exists for the class. Employees in classes in the Trades Pay Schedule who have completed alternative training programs established and approved by the Director of Personnel, and attained journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a rate exists for the class.

(r) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by employees for the purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted therefore.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefore, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars ($50) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift. Employees whose pay is established under Section 2(d) of the ordinance may be reimbursed for

damages to personal property sustained while in the course and scope of employment in accordance with Police Division policies.

(s) An appointing authority that requires employees to provide and maintain their own tools shall provide a tool replacement program and/or annual maintenance allowance, with the prior approval of the Director of Personnel.

(t) (1) Contingency assignment differential may be paid for certain assignments when immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave, emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment, not to extend more than one pay period. The Director of Personnel will determine the assignments for which Contingency Assignment Differential will be paid. The assignment of an employee to said assignment having a contingency assignment differential will be determined by the appointing authority from an existing eligible list and will not constitute a promotion or advancement in pay. In addition, the removal of an employee from said assignment shall not constitute a demotion or reduction in pay. If an eligible list is not available, an appointing authority may submit to the Director of Personnel the name of the employee being considered for the assignment to determine if they meet the necessary minimum qualifications for the position being considered.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the contingency assignment differential will be ten percent (10 percent) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked or one percent (1 percent) of the employee's regular base bi-weekly rate for each shift assignment covered, not to exceed one (1) pay period.

(2) Temporary assignment differential will be paid for certain assignments when a vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave, etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but not more than thirteen (13) pay periods, and offset by any days that the employee by reason of absence is not fulfilling the assignment. The Director of Personnel will determine the assignments for which the temporary assignment differential will be paid. The assignment or removal of an employee from said assignment having a temporary assignment differential will be determined by the appointing authority and will not constitute a promotion, demotion, advancement, or reduction in pay. The intended employee must meet the minimum qualifications for the position to be assigned. The temporary assignment differential shall be computed as an addition to pay and not affect the employee's regular bi-weekly rate.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the temporary assignment differential will be ten percent (10 percent) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may require the establishment of a department policy on temporary assignment differential pay and must sign off on the policy prior to authorizing temporary assignment differential.

(u) City employees who are required by their appointing authority to routinely use their personal vehicle in the performance of their duties shall be compensated by receiving a vehicle maintenance and use allowance of two-hundred seventy dollars ($270.00) per month. Eligible

employees who use their personal vehicle with reduced frequency shall be entitled to a vehicle maintenance and use allowance which is reduced in proportion to the reduced frequency of use.

SECTION 3.

EDUCATION REIMBURSEMENT

An appointing authority may, with the prior approval of the Director of Personnel, authorize salary payments, payments of tuition expenses, fees, books and related material in whole or in part to employees to permit them to attend school, visit other governmental agencies or in any approved manner to devote themselves to improvement of knowledge or skills required in the performance of the duties of their position.

The Department of Personnel may reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of their positions or in higher positions, when funds have been allocated in the Department's budget.

An appointing authority, with the approval of the Director of Personnel, may establish a program to reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of the duties of their positions or to improve their professional, technical or managerial knowledge or skill.

SECTION 4.

SALARY RANGE LIMITATIONS

No employee in the Classified Service shall be paid at a rate lower than the minimum or higher than the maximum of the salary range established for the class to which his/her position has been allocated, except as otherwise provided in this ordinance.

SECTION 5.

STARTING SALARY

(a) The rate of pay for an excepted position to be paid upon original appointment to the class shall be determined by the appointing authority for the excepted position.

(b) Except as otherwise provided in this ordinance, the minimum rate of pay for a position shall be paid upon original appointment to the class unless the Director of Personnel finds that it is difficult to secure the services of persons with minimum qualifications or experienced qualified persons at the minimum rate.

The Director may establish a recruitment rate for a single position or all positions in a class and authorize employment at an amount above the minimum but within the regular range of salary established for the class. When a recruitment rate is established for an entire class, employees already in such class may have their salaries adjusted to appropriate rates in the new range resulting from the establishment of the recruitment rate.

(c) Employees with permanent status who are eligible for reemployment as determined by the rules of the Department of Personnel shall be reemployed at an appropriate rate within the [new] salary range which takes into consideration the employee's prior service in the position, as determined by the Director of Personnel.

SECTION 6.

PROMOTION, DEMOTION, REALLOCATION,

TRANSFER AND TEMPORARY PROMOTION

An employee who is transferred, promoted, demoted, or whose position is reallocated after the effective date of this ordinance, shall have his/her rate of pay for the new position determined as follows:

(a) Promotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class with a higher pay grade or a higher starting minimum salary.

(1) When an employee is promoted to a position in the General, Management or Trades Pay Schedule, the employee's current bi-weekly rate of pay shall be set at a rate which is five percent (5 percent) higher than the rate received immediately prior to the promotion or adjusted to the nearest step in the new pay matrix which is not less than but is closest to a rate which is five percent (5 percent) higher than the rate received immediately prior to promotion. An appointing authority, with the prior approval of the Director of Personnel, may increase the pay of an employee up to twenty percent (20 percent), adjusted to the nearest step, when such action is needed to attract experienced, qualified candidates for a position. Such salary determinations shall take into consideration the nature and magnitude of the accretion of duties and responsibilities resulting from the promotion. However, no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(2) Temporary Promotion: When an employee, whose salary range is established in Section 2(a) or 2(b), is certified and temporarily promoted to a vacant position, for a limited duration, the employee's current salary shall be adjusted as provided in Paragraph (a)(1) of this Section. Upon expiration of the temporary promotion, the employee shall be returned to his/her former rate of pay, adjusted by any increases the employee would have received in the absence of the temporary promotion. In no case shall the employee's salary be above the maximum of the salary range, unless otherwise provided for in this ordinance.

Employees whose salary ranges are established in Section 2(c) or 2(d) of this ordinance, upon receipt of a temporary promotion, shall be granted the new rank with a salary adjustment based on appropriate years of service in accordance with procedures established for a regular promotion. At the end of the temporary promotion, the employee shall be returned to the rank held immediately prior to the temporary promotion. The employee's rate of pay shall be based on the appropriate years of service.

(b) Demotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class which has a lower pay grade and a lower starting minimum salary.

(1) If an employee is demoted for disciplinary reasons in accordance with the rules of the Department of Personnel and Civil Service Commission and established disciplinary procedures, his/her rate of pay shall be established at a rate within the range for the new position which is at least five percent (5 percent) lower than the rate received immediately prior to the demotion or reduced to the nearest step which is at least five percent (5 percent) lower than the

rate received immediately prior to the demotion, except no employee shall be reduced below the minimum of the range unless otherwise provided for in this ordinance. The amount of the reduction shall be determined by the appointing authority, with the approval of the Director of Personnel.

(2) If an employee accepts a voluntary demotion, his/her current rate of pay shall be reduced within the range for the new position which is five percent (5 percent) lower, to the closest downward step, than the rate received immediately prior to demotion, except that employees who are in a working test period and demote to their previous class of position or pay grade, will return to the rate or step received immediately prior to the promotion, plus any adjustments as otherwise provided in this ordinance. No employee shall be paid less than the minimum nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(3) When an employee is demoted for reasons in the best interest of the City Service as determined by the Director of Personnel, his/her salary may be reduced by reason of the new salary range and grade with the prior approval of the Director of Personnel. If the salary of such employee is above the maximum for the new position, the employee's salary shall not be increased so long as he/she remains in the position, except as otherwise provided by this ordinance.

(c) Reallocation:

(1) If the employee's position is reallocated to a class in a lower pay grade and the employee's rate of pay for the previous position is within the salary range of the new position, his/her salary shall remain unchanged or adjusted to the closest step provided the employee's rate of pay shall not be reduced.

(2) The salary of an employee whose position is allocated to a class in a higher pay grade shall be determined in accordance with the provisions of this Section 6(a)(1) relating to salary advancement on promotion.

(d) Transfer: The salary rate of an employee who transfers to a different position in the same class, or from a position in one class to a position in another class in the same pay grade, shall remain unchanged, provided that no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(e) Over Maximum: The salary of an employee, which is in excess of the maximum of the range prescribed by this ordinance for the class and grade to which his/her position has been allocated or may be reallocated, shall not be reduced by reason of the new salary range and grade. The salary of such employee shall not be increased so long as he/she remains in the class of position, except as otherwise provided by this ordinance.

SECTION 7.

SALARY ADJUSTMENT

Salary adjustments for all employees in competitive positions shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Competitive positions for which salary is established in Section 2(a) - General and Management Schedule; or Section 2(b) - Trades Schedule:

(1) All full-time bi-weekly paid employees employed on July 03, 2022 whose salary is established in Section 2(a), 2(b), 2(c), or 2 (d) – General, Management, Trades, Fire and Police Pay Schedules, shall receive a one-time, lump sum payment of $2,000 effective with the pay period beginning July 03, 2022.

(2) Any employee whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall receive a service rating in accordance with the Service Rating Manual. The rating together with the standards of performance established in the rating manual shall determine eligibility for a one step within-range (merit) increase at intervals as outlined in the Service Rating Manual or other pay regulation(s) as determined by the Director of Personnel. Notwithstanding any other section of the compensation ordinance, all employees in the General, Management, and Trades pay schedules who would be eligible to receive an annual step increase as a result of a "Successful" or "Highly Successful" Overall Rating on their regular Service Rating date will receive a 1.5 percent increase regardless of their current rate or place in the pay schedule.

(3) A non-exempt (Overtime Code 3 or 4) employee whose pay is established in Section 2(a) or 2(b) of this ordinance who receives an Overall Rating of "Unsuccessful" as defined by the Service Rating Manual, shall have his/her salary reduced as determined by the standards established in the Service Rating Manual, but not less than the minimum of the pay grade range.

(b) As used in this ordinance, "anniversary date" means the date following fifty-two (52) weeks of continuous service from the date of original appointment or from the date of the last salary adjustment, if other than a temporary reduction in pay for disciplinary reasons, a demotion (not for

disciplinary reasons) or an across-the-board ordinance increase, an increase resulting from an authorized incentive program, reallocation or an upgrade of the classification concurrent with adoption of the ordinance. Absence from service as a result of any authorized paid leave, suspensions, military leave, or family/medical leave will not interrupt continuous service. Absence from service for any other cause shall result in breaking continuity of service and establishment of a new anniversary date, except as otherwise provided in this ordinance. The Director of Personnel may authorize different anniversary dates for an employee or groups of employees.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 2(a) or 2(b) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

With the prior approval of the Director of Personnel, the appointing authority in accordance with the Service Rating Manual, may advance the salary of an employee who demonstrates exceptional performance of duties after serving twenty-six (26) weeks of employment at the same rate in the salary range by not more than ten percent (10 percent) or to the closest step in the pay range which provides not more than a ten percent (10 percent) increase; this may be in addition to any merit increase received.

(2) Substandard performance of duties:

An appointing authority may reduce the salary of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range as provided in the Service Rating Manual; providing the employee's salary is above the minimum of

the range, established in Section 2(a) or 2(b) and allocated to Overtime Code 3 or Overtime Code 4.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period, as determined by the Director of Personnel, following approval of such salary action.

(d) Competitive positions for which salary is established in Section 2(c) - Fire Division Schedule:

All employees in the Fire Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Probationary Fire Privates shall be advanced to the rate for Fire Privates at the beginning of the first bi-weekly pay period following one (1) year of service. Probationary Fire Equipment Dispatchers shall follow the same schedule.

(e) Competitive positions for which salary is established in Section 2(d) – Police Division Schedule:

All employees in the Police Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Police Probationary Officers who successfully complete their working test period shall be advanced to the rate for Police Officer at the beginning of the first bi-weekly pay period during which such officer's one (1) year anniversary as a Probationary Police Officer occurs, excluding his/her initial time in training at the Police Academy.

(f) Excepted Positions: The pay of an employee in an excepted position shall be adjusted to any rate within the pay range at the discretion of the appointing authority for the excepted position.

(g) The Director of Personnel may approve, at the request of an appointing authority, adjustments to correct or mitigate serious and demonstrable internal pay inequities. Salary adjustments under this provision shall preclude adjustments to compensate or reward employees for long-term or meritorious service.

(h) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate. Any such decrease shall be made in accordance with the established disciplinary procedures. The decrease shall not be greater than fifteen percent (15 percent) of the current salary rate. The decrease may be below the minimum of the pay range for the class. The appointing authority may determine the pay decrease shall be effective for a specific number of bi-weekly pay periods provided, however, that such decrease shall not be effective for more than thirteen (13) bi-weekly pay periods.

(i) An employee who is temporarily promoted shall be eligible for within range salary adjustments under provisions of this Section 7.

(j) The Director of Personnel may approve a within range salary adjustment or other incentives to retain employees in positions that are difficult to fill, or because of their unique requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

SECTION 8.

INCOME SOURCES

Any salary paid to an employee in the Classified Service shall represent the total remuneration for the employee, excepting reimbursements for official travel and other payments specifically authorized by ordinance or pay regulation promulgated by the Director of Personnel. No employee shall receive remuneration from the City in addition to the salary authorized in this ordinance for services rendered by the employee in the discharge of the employee's ordinary duties, of additional duties which may be imposed upon the employee, or of duties which the employee may undertake or volunteer to perform.

Whenever an employee not on an approved paid leave works for a period less than the regularly established number of hours a day, days a week or days bi-weekly, the amount paid shall be proportionate to the hours in the employee's normal work week and the bi-weekly rate for the employee's position. The payment of a separate salary for actual hours worked from two (2) or more departments, divisions or other units of the City for duties performed for each of such agencies is permissible if the total salary received from these agencies is not in excess of the maximum rate of pay for the class.

SECTION 9.

CONVERSION

(a) Pay schedules in Sections 2(a) or 2(b) in **Ordinance Number 71099** shall continue in effect until the start of the bi-weekly pay period of the effective date of this ordinance, and the rates to be paid to employees in positions of any classes for which a rate is established or changed in Section 2(a) or 2(b) of this ordinance shall become effective and be adjusted (if necessary) as follows:

The salary of each employee whose pay range is established in Section 2(a) or 2(b) of this ordinance whose class has been allocated to a higher pay grade in the appropriate pay schedule as determined by the Director of Personnel shall have their current salary increased to a rate, rounded to the nearest whole dollar, which is not less than but is closest to a rate which is five percent (5 percent) higher than the rate received immediately prior to promotion, but not less than the minimum of the pay range, whichever is the greater. If an employee's salary is between steps, the employee's salary shall be placed at the higher step.

(b) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(c) The salary of an employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(d) The Director of Personnel may establish a special conversion procedure for a class or position in the event that the Director determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(e) All full-time employees whose salary is established in Section 2(a), 2(b), 2(c), or 2(d) – General and Management, Trades, Fire and Police Pay Schedules whose bi-weekly rate is above step 30 (or 30 years of service in the Fire and Police schedules) shall have their bi-weekly rate increased by three percent (3 percent) effective beginning with the start of the bi-weekly pay period following the effective date of this ordinance.

(f) The Director of Personnel shall establish such procedures as needed to place this ordinance into effect and interpret its provisions.

SECTION 10.

PAYMENT OF SALARIES

All compensation for positions in the Classified Service shall be paid bi-weekly. The Director of Personnel and Comptroller shall establish the procedure for listing employees on the various payrolls. The payment due each employee for service, except as otherwise provided, shall be made not later than sixteen (16) days after the end of the bi-weekly pay period. In the event that an employee is dismissed or has been employed for occasional or emergency work, the Comptroller may immediately pay the employee upon termination of service without waiting for the regular bi-weekly pay date of the Department, Division, Section, Office, Agency, Board or Commission where the employee worked.

SECTION 11.

CHANGES TO CLASSIFICATION PLAN

Whenever the Department of Personnel finds it necessary to add a new class to the classification plan, the Director of Personnel shall allocate the class to an appropriate grade and schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the overtime code of an existing class within the classification plan, the Director of Personnel shall change the overtime code, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the pay schedule of an existing class within the classification plan, the Director of Personnel shall allocate the class to the appropriate schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

The pay grade allocated to a class of position within the classification plan shall remain unchanged for the duration of the existing compensation ordinance. Whenever the Department of Personnel considers it necessary to change the pay grade of an established class of position, such adjustment can only be made concurrent with the adoption of a new compensation ordinance. Recommendation for the allocation of a new pay grade shall be made by the Director of Personnel to the Civil Service Commission for final approval by the Board of Aldermen.

SECTION 12.

PAYROLL FORMS

The Director of Personnel shall prescribe forms on which appointing authorities shall certify to the fact that a vacancy exists in a lawfully created position and to the lawful appointment of a person to fill the position. The Director of Personnel shall indicate on these forms the proper allocation of the position and the rate at which payment is to be made. When approved by the Director of Personnel and submitted to the Comptroller, these forms shall constitute authorization for the initial placing of a person's name on the payroll. The Comptroller shall not authorize any change in the rate of pay of an individual on the payroll unless approved by the Department of Personnel. The Comptroller shall provide the Department of Personnel with a copy of each payroll

audited and found correct within twenty-one (21) days after audit and approval of the payroll by the Comptroller's Office.

SECTION 13.

CERTIFICATION OF PAYROLL

The appointing authority shall certify on each payroll or a subsidiary document that each person whose name appears on the payroll has been lawfully appointed at a salary provided by this ordinance and that the employee has actually worked the time for which he/she will be paid, subject to the provisions of this ordinance governing hours of work and leaves of absence in the Classified Service.

SECTION 14.

MINIMUM WORK HOURS

Each appointing authority shall establish procedures to assure that the employees under his/her supervision are actively engaged in the performance of the duties of their positions in accordance with the provisions of this section.

Each appointing authority shall submit to the Department of Personnel the work schedule established for each position in the work unit. Work schedule reports shall be submitted upon request of the Director of Personnel or whenever the appointing authority proposes to change the permanent work schedule of a position. The work schedule submitted by the appointing authority shall constitute the normal work schedule for the position when approved by the Director of Personnel.

All employees in the Classified Service shall be in attendance at their work in accordance with schedules established under the provisions of this Section 14, subject to other provisions of this ordinance with respect to hours, holidays, vacation leave, medical leave, furloughs, sick leave, military leave, and leaves of absence with or without pay.

(a) Employees whose salaries are established in Section 2(a) or 2(b): Forty (40) hours shall constitute the average minimum required weekly hours of service in an employment cycle under regular full-time employment for all City employees paid on a bi-weekly basis occupying competitive positions in the Classified Service. The minimum daily and annual service required of such employees shall be in proportion to the average minimum weekly hours established.

Appointing authorities shall so arrange the time for reporting for work, for luncheon intermission, and for quitting work of the various employees under their jurisdiction so that the employees will actually be engaged in active performance of their duties for not less than the average minimum number of hours required.

(b) Management Employees: Appointing authorities for employees occupying full-time positions whose salaries are established in Section 2(a) of this ordinance shall initiate procedures to see that such employees are engaged in the performance of their duties on a full-time basis. Full-time employment for any employee whose classification is denoted in the Management Schedule shall be defined as an average of forty (40) hours per week of time devoted to the duties of the position on an annual basis.

(c) Uniformed Fire Personnel: Fifty-two (52) hours shall constitute the average required weekly hours of service in an employment cycle under regular full-time employment for all

employees in the Division of Fire and Fire Prevention, except that the appointing authority, with the approval of the Director of Personnel, may determine that the minimum work hours provision of Section 14(a) shall apply to employees in certain positions due to the nature of the assignment and/or scheduling requirements. The appointing authority shall so arrange the time for reporting for work and for quitting work of the various employees under the appointing authority's jurisdiction so that the employees will actually be engaged in the active performance of their duties for not less than the average number of hours required.

(d) The work period for employees whose pay is established in Section 2(d) of this ordinance is twenty-eight (28) days. The daily work period for an employee in the position of Police Probationary Officer and Police Officer is eight (8) hours which includes a thirty (30) minute meal period. The meal period is counted as working time; however, an officer unable to take a meal break will not receive additional compensation. The daily work period for an employee in the position of Police Officer Trainee is eight (8) hours. Additionally, Police Officer Trainees shall receive a thirty (30) minute unpaid meal period that shall not be counted as part of their daily work period or work day.

SECTION 15.

OVERTIME

(a) The Department of Personnel shall determine those positions in the Classified Service of the City of St. Louis which are exempt from overtime compensation and those positions which are not exempt from overtime compensation. The overtime codes established for each class in Section 1(a) of this ordinance shall be interpreted as follows:

OVERTIME CODE (OVTM):

1 These classes are primarily managerial in nature, but may also include some professional or administrative classes that are ineligible for overtime pay under all but emergency conditions as described in Section 15(d) of this ordinance.

2 These are supervisory, professional, and administrative classes that are exempt from overtime compensation, but which the City compensates for overtime at the straight (1.0x) time rate.

3 These are non-exempt classes that receive overtime compensation at the one and one-half (1.5x) time rate.

4 These non-exempt classes work an average bi-weekly work schedule of 84 hours and, therefore, receive overtime compensation at the one and one-half (1.5x) time rate.

Appointing authorities are prohibited from changing employee work schedules to avoid the payment of overtime.

For purposes of determining overtime pay rates for non-exempt employees, the regular hourly rate of pay shall be used.

Any employee in a class which has been allocated to Overtime Code 4 (non-exempt) in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the one and one half (1.5x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle for all non-

exempt (Code 4) positions in the work unit. Whenever a non-exempt (Code 4) employee works in excess of forty (40) hours in a work week, the employee will be paid at the one and one half time (1.5x) rate. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty-four (84) for full-time employment. The regular hourly rate of pay for a non-exempt (Code 4) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Any employee in a class which has been allocated to Overtime Code 3 (non-exempt) in this ordinance shall be compensated for overtime work in accordance with the provisions of this section. Each appointing authority shall designate and submit to the Director of Personnel the official work week and schedule or work cycle for all non-exempt positions in the work unit. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment.

Whenever an Overtime Code 3 employee whose pay matrix is in Section 2(a) or 2(b), works hours in excess of the maximum established for an official work week or work cycle, usually forty (40) hours in a work week such hours shall be paid at the one and-one-half time (1.5x) rate. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Overtime Code 3 employees whose pay matrix is in Section 2(c) of this ordinance who are working a nineteen (19) day work cycle are eligible to receive overtime after one hundred forty-four (144) hours are worked in a work cycle, except that the Fire Division shall pay overtime for emergency work at the end of a shift or emergency work required on a separate, non-scheduled day, even if the total number of hours worked in the work cycle is not in excess of one hundred forty-four (144) hours. These employees shall not receive additional compensation for regularly scheduled hours in excess of one hundred forty-four (144) hours if they do not actually work more than one hundred forty-four (144) hours in the work cycle; provided however, that in addition to the actual hours worked, jury leave, vacation leave, compensatory time and "O" days shall count as hours worked for the purpose of determining eligibility for overtime compensation. Days scheduled off to reduce average work week to fifty-two (52) hours, compensatory time, vacation, "O" days, and holiday time shall be scheduled consistent with a reasonable vacation and holiday leave policy to avoid the necessity of actually working more than one hundred forty-four (144) hours during any work cycle.

Police Officer Trainees, Police Probationary Officers and Police Officers shall be paid overtime, defined as one and one-half time (1.5x) the employee's regular standard rate of pay, for all hours worked in excess of their eight (8) hour work day or any hours worked on a scheduled day off. Only hours actually worked shall count toward overtime pay.

Police Sergeants – whose salary is established in Section 2(d) of this ordinance shall be paid overtime, as defined as one and one-half time (1.5x) the employee's regular standard rate of pay, for all hours actually worked in excess of one hundred sixty (160) hours in a twenty-eight

(28) day work period. In addition to hours physically worked, holidays, discretionary holidays, and sick-injured time shall count toward the 160-hour threshold during the 28-day period that must be met to earn overtime. These employees shall receive additional compensation for authorized overtime, court time, and court standby time whenever the total accumulated time exceeds forty (40) hours.

(b) Any employee in a class which has been allocated to Overtime Code 2 in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the straight (1.0x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle, which is usually forty (40) hours, for all exempt (Code 2) positions in the work unit. Whenever a full-time employee in an exempt (Code 2) position is directed by management, with the approval of the appointing authority, to work hours in excess of the maximum established for an official work week or work cycle it shall be considered overtime. In addition to the actual hours worked, only paid vacation time, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation. Straight time (1.0x) overtime shall be compensated at the employee's regular hourly rate of pay, or by granting the eligible employee compensatory time off at the rate of one (1) hour for each hour of overtime worked. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment. The regular hourly rate of pay for an exempt (Code 2) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period.

(c) Part-time bi-weekly paid employees and employees paid on an hourly or per performance basis shall be compensated for overtime work in accordance with the overtime provisions of this section and with consideration for community practices in compensating similar employment.

(d) An appointing authority may compensate Overtime Code 1 employees at the straight-time (1.0x) rate, when both of the following conditions exist: 1) the Mayor of the City of St. Louis declares an emergency due to serious and protracted conditions which threaten continuous City Service, preservation of public peace, health, or safety, and 2) the appointing authority directs an employee or group of employees to work in excess of forty (40) hours per week. The appointing authority shall maintain attendance records of the assignment(s) and submit such records at the request of the Director of Personnel.

(e) Employees who wish to use compensatory time earned in lieu of pay must make their request in writing at least twenty-four (24) hours in advance of the day or days requested. The appointing authority shall keep in mind the staffing needs of the department when granting time off, but in any case time off will not be unreasonably denied.

Pay shall be the regular method of compensation for recorded overtime hours of work for employees in classes with Overtime Code 3 and Overtime Code 4. However, an appointing authority shall compensate a non-exempt bi-weekly paid employee for overtime work by granting the employee compensatory time off in lieu of pay only if the employee requests compensatory time, in writing.

Employees engaged in public safety, emergency response or seasonal activity as defined by the Director of Personnel may have a maximum balance of two hundred forty (240) hours of

compensatory time; except that Police Officer Trainees, Police Probationary Officers, Police Officers, and Police Sergeants shall only be allowed to accumulate up to forty (40) hours of compensatory time. All other employees are allowed a maximum balance of one hundred twenty (120) hours of compensatory time excluding compensatory time earned for working on a holiday. These maximum balances of compensatory time shall apply to employees working an average work week of forty (40) hours; the maximum balance of compensatory time for employees whose average work week is more or less than forty (40) hours shall be proportionate. No provision of this section establishing a maximum balance of compensatory time shall serve to cancel any compensatory time due to an employee or to deny an employee payment for recorded compensatory time earned in accordance with the provisions of the compensation ordinance in effect at the time the compensatory time was earned.

Each appointing authority shall establish procedures to assure that non-exempt employees are promptly granted time off when such employees request to use their earned compensatory time. Appointing authorities may not deny non-exempt employees' requests for earned compensatory time off except when such approval would create an extreme business hardship. For employees occupying the position of Police Officer Trainee, Probationary Police Officer, and Police Officer compensatory time may be used at such times and in such blocks as are mutually agreed upon between the supervisor and the employee and it shall not be unreasonably denied by the supervisor if operating requirements will not be adversely effected. When an appointing authority determines that the work schedule of the organization will not permit the granting of such time off, the appointing authority shall pay the employee in that same pay period for all or a portion equivalent

to the time requested of the employee's accrued compensatory time. This provision requiring the prompt granting of requested time off applies only to compensatory time that is earned as a result of the employee working overtime; it does not apply to compensatory time earned as a result of an incentive program or bonus award program.

Compensatory time earned by exempt employees shall be granted at the discretion of the appointing authority and upon request of the employee.

(f) Before an employee is transferred, promoted or demoted from a position under one appointing authority to a position under another appointing authority or to another unit with a different appropriation, all compensatory time shall be granted or paid. Upon termination all compensatory time shall be paid. Upon the death of an employee, the person or persons entitled by law to receive any compensation due to the employee shall be paid any amount due to the employee on the date of death.

(g) All departments shall keep daily attendance records of classified employees and shall submit periodic reports of: 1) unexcused absences and leaves; 2) overtime earned, granted, and paid; or 3) the non-occurrence of same to the Director of Personnel in the form and on the dates specified.

SECTION 16.

HOLIDAYS

(a) Classified employees working full-time who are paid a bi-weekly rate shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following designated holidays:

DATE	HOLIDAY
January 1	New Year's Day
Third Monday in January	Rev. Martin Luther King, Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
June 19	Juneteenth Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

In addition to the above enumerated designated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay as established by this Section 16 on any day or partial day the Mayor declares by proclamation the closing of City offices.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) or 2(b) of this compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight (8) hours a

day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St. Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) In addition to the above eleven (11) designated holidays, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, shall receive five (5) personal (discretionary) holidays which shall be scheduled in accordance with department policies; Police Division civilian employees hired on or after September 1, 2013, shall receive no personal (discretionary) holidays.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(c) In addition to the above eleven (11) designated holidays, employees in Section 2(d) shall receive an additional five (5) personal holidays which shall be scheduled in accordance with Police Division policies.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance and Police Officer Trainees, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(d) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of Personnel. When full-time employees, whose pay is established in Section 2(a) or 2(b) of this compensation ordinance, excluding employees of the Police Division, are required to work on a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift. When full-time bi-weekly rate employees of the Police Division whose pay is established in 2(a), 2(b) or 2(d) are required to work on a holiday, they shall be entitled to leave with pay on another date designated by the appointing authority in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.

Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

Employees of the EMS Service, whose positions are classified as EMS Dispatcher, EMS Lead Dispatcher, EMT (Emergency Medical Technician), Paramedic, or Paramedic Crew Chief,

will be compensated with pay in lieu of compensatory time for all holidays and receive twelve (12) hours of personal day leave.

If an employee is docked from the payroll for one hour or more on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday, or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly rate employees shall be compensated for holidays in proportion to the percentage of time they are regularly scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation, except as otherwise provided in this ordinance.

In the event that the holiday schedule established in this Section 16 is revised, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Federal law or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be designed to treat employees in the same manner who work substantially equivalent work schedules.

Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 3 shall be entitled to one hundred twenty-eight (128) hours of compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(c)

of this ordinance and are Overtime Code 1 or 2 shall be entitled to one hundred twelve (112) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Because of the necessity of maintaining the work schedule of such employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for such employees who are regularly required to work on holidays. Such procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(c) of this ordinance shall receive five (5) days of paid leave which shall be referred to as "O" Days.

SECTION 17.

VACATION

Vacation leave with pay shall be granted to employees paid a bi-weekly rate in permanent competitive positions working fifty percent (50 percent) time or more. There shall be no advancement of paid vacation leave. The Director of Personnel may establish additional guidelines and policies to govern the administration of vacation leave benefits in the Classified Service.

(a) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date before April 23, 1989, as follows. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

PAY ESTABLISHED IN SECTION	PAY ESTABLISHED IN SECTION

	2(a) or 2(b)		2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	5	130	3	78
5 but less than 10 years	6	156	5	130
10 but less than 15 years	7	182	6	156
15 but less than 20 years	8	208	7	182
20 or more years	9	234	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(b) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date on or after April 23, 1989, as follows. This excludes all civilian employees who were employed by the Board of Police Commissioners prior to September 1, 2013.

PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(c)		
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent

1 year but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

Employees employed before July 18, 2010, whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(c) Employees employed on or after July 18, 2010, will <u>not</u> have the 40 hours added to their vacation balance upon completion of five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service.

(d) Employees whose pay is established in Section 2(a) or 2(b) employed by the Board of Police Commissioners immediately prior to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City shall accrue vacation hours as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of	Bi-Weekly	Annual

Cumulative Service	Accrual Rates	Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(e) Police Division employees whose pay is established in Section 2(a) or 2(b) who were hired on or after September 1, 2013, shall accrue vacation hours as listed below:

PAY ESTABLISHED IN SECTION 2(a) or 2(b)

Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

(f) Employees whose pay is established in Section 2(d) of this ordinance and employees whose pay is established in Section 2(a) or 2(b) and were employed by the Board of Police Commissioners immediately prior to September 1, 2013, and remain so employed shall earn vacation time in accordance with the following schedule on employment anniversary dates as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(d)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(1) For employees whose pay is established in Section 2(d), forty (40) hours of vacation leave may be taken in one (1) hour increments.

(2) Vacation time is accrued on a bi-weekly basis. No employee will be entitled to or allowed to take any vacation until ninety (90) days of continuous employment from the date of employment.

(g) All references in this ordinance, except as otherwise noted, to accrual rates, additions to, and accrual maximums for vacation are for employees working a scheduled work week of forty (40) hours. Vacation rates, additions and maximums shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. When an eligible employee's scheduled work week is changed, the employee's rate of accrual shall be changed proportionately. All references in this ordinance to cumulative service for vacation shall mean cumulative service without a break in service of more than one year, except as provided otherwise

in this ordinance. No employee who works less than fifty percent (50 percent) time or who is serving in a limited-term position shall be eligible to accrue vacation.

(h) (1) The maximum vacation balance for those working an average work week of forty (40) hours shall be six hundred (600) hours, except by written request of an appointing authority and with prior approval of the Director of Personnel. Vacation accrual maximums for those working more or less than forty (40) hours per week, but at least fifty percent (50 percent) time shall be proportionate to the number of hours worked in a bi-weekly pay period.

(2) When an employee's full-time average work week is changed, the maximum vacation balance shall be changed proportionately. In addition, the employee shall have his/her current vacation balance adjusted so that the vacation shall maintain the same position relative to the new maximum balance as existed with the employee's previous maximum balance.

(3) Accrual of vacation shall cease when an employee accumulates the maximum vacation balance established for the assigned work schedule and shall not resume until the vacation balance is less than the maximum amount.

(i) Accrual of vacation shall begin and be credited upon the first bi-weekly pay period and each pay period thereafter, but employees must complete the entire pay period to accrue the vacation leave at the end of said pay period:

(1) of appointment;

(2) of return to duty from leave of absence;

(3) of restoration to employment of one-half (50 percent) time or more.

Vacation leave shall be granted in whole hour units. On termination of service, any fractional hour shall be made whole. The accrual of vacation leave shall cease at the employee's last day at work.

(j) Appointing authorities shall be responsible for establishing all vacation leave schedules but may not discipline employees by imposing unusual vacation schedules. Vacation shall be granted to the employee as provided by this ordinance in one of the following ways:

(1) When the employee requests vacation leave in accordance with departmental policies;

(2) When directed to take paid time off by the appointing authority;

(3) When an employee is terminated or resigns from the Classified Service;

(4) When an employee whose salary is established in Sections 2(a), 2(b), 2(c) or 2(d) reaches the established maximum accrual and would cease accruing vacation and notifies the appointing authority in writing of his/her intention to schedule vacation. Such notice shall be at least seven (7) days prior to the first work day the employee intends to take off. If the appointing authority fails to establish a different vacation schedule, the employee may take the paid leave, which was proposed in writing.

(5) With the approval of the appointing authority, an employee may request and receive payment from the appointing authority for forty (40) hours of vacation accrual in lieu of scheduling paid leave provided that the full vacation allowance for that year is not exceeded. This may be done a maximum of once in each calendar year. Management employees may request payment from the appointing authority for up to an additional forty (40) hours of their vacation accrual

balances in lieu of scheduling paid leave if their schedules do not permit them to be absent from work. Employees whose pay is established in Section 2(c) of this ordinance may request payment for up to ninety-six (96) hours of vacation. These requests are subject to the prior approval of the Director of Personnel.

(k) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed six (6) months of continuous service. When employment is terminated before completing twelve (12) months of continuous service, any previously granted vacation leave shall be deducted from the employee's final pay. When the service of an employee is terminated after twelve (12) months of continuous service, any accumulated vacation that is due the employee shall be paid.

(l) Employees who separate from the Classified Service, who are certified from a reemployment list, and who return to the Classified Service within twenty-four (24) months of the separation, will be given credit for prior continuous service in determining the vacation accrual rate in accordance with Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the date of the employee's original appointment.

(m) Employees who move to the Classified Service from the Unclassified Service shall be given credit for the years of service in the Unclassified Service in determining the vacation accrual rate in accordance with Section 17(a) or 17(b) of this ordinance and based on the date of the employee's original appointment.

(n) Employees who return to work from a "reemployment from layoff" eligible list shall be eligible to use vacation as soon as it is accrued, unless stated otherwise in this ordinance, provided the employee has completed six (6) months of continuous service prior to the layoff and with approval of the appointing authority. An employee who has completed less than six (6) months of continuous service will be required to complete the remaining portion of the six (6) months period before being eligible to use vacation.

Any such reemployed worker shall be given credit for prior continuous service in determining the employee's vacation accrual rate in accordance with the schedule established in Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the employee's original appointment. A Commissioned Officer who retires and is rehired as a civilian employee will be considered a new employee for vacation purposes.

(o) Appointing authorities shall be responsible for the management of their vacation schedules so as to most effectively administer their organizations and fulfill the desire of employees in the establishment of leave schedules.

(p) Accrued vacation shall be carried with an employee when transferred, promoted, or demoted from a position under one appointing authority to a position under another appointing authority without a break in service or change in method of pay. Upon the death of an employee, the person or persons entitled by law to receive any compensation due the employee shall be paid the amount due the employee for accrued vacation.

(q) With the approval of the appointing authority, a retiring employee may be paid on the payroll for accrued vacation in the month prior to retirement without inclusion in the employee's

final average compensation. An appointing authority may pay previously accrued vacation off in a lump sum to an employee whose service with the City has terminated. Such payment shall be made on the employee's last regular paycheck.

(r) Employees occupying excepted positions in the Classified Service shall be granted vacation at the discretion of their appointing authority. An employee whose term in an excepted position ends and who is then appointed to a permanent competitive position working fifty percent (50 percent) time or more shall become eligible to accrue vacation leave with pay upon appointment to the competitive position. Length of cumulative service for the purpose of determining rate of vacation leave accrual shall be based on the employee's original date of appointment to the excepted position, providing there was no break in service between expiration of the excepted position and appointment to the permanent competitive position. The date of appointment to the permanent competitive position shall be used to determine the appropriate rate of vacation accrual for the corresponding length of cumulative service in accordance with the schedule established in Section 17(b).

(s) Appointing authorities shall report leave with pay for vacation and such other authorized absences as the Director of Personnel shall designate to the Department of Personnel in such form and at such time as the Director of Personnel may require.

SECTION 18.

SICK LEAVE

(a) Employees (non-Police Division employees) ceased accruing sick leave beginning July 18, 2010. Employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior

to September 1, 2013, employed by the City on September 1, 2013, and continuously employed by the City ceased accruing sick leave on June 30, 2014. An employee may choose to use his/her sick leave in accordance with regulations established by the Director of Personnel.

(b) An active employee who is a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis, and who applies for retirement and immediately retires from active service, shall receive payment for his/her sick leave balance less any sick leave credited or paid to a member or used in the calculation of retirement benefits under this or any other ordinance(s). If the Employees Retirement System or Firemen's Retirement System provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be limited to a maximum of fifty percent (50 percent) of the value of the employee's sick leave balance. If the Employees Retirement System of the City of St. Louis provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be fifty percent (50 percent) of the value of the employee's sick leave balance at time of retirement.

(c) If a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis who had been otherwise eligible for Normal or Early Service Retirement dies his/her estate may receive payment based on the calculation above on the employee's sick leave balance, if any. Payment shall be made in accordance with the procedures established by the Director of Personnel.

(d) An employee who is reemployed from an authorized layoff shall have his/her prior sick leave balance if any restored, provided this balance has not been used in the determination of pension benefits paid to the retiree.

(e) Commissioned officers will be granted sick leave at the rate of 3.70 hours bi-weekly. In addition, military reinstatements will be credited, on the date of their reinstatement, with the number of sick leave credits accumulated prior to entering the military. Officers hired prior to April 20, 2011, may earn and bank sick leave hours on an unlimited basis until termination from the Division.

(f) Commissioned officers hired prior to April 20, 2011, with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Officers hired prior to April 20, 2011, who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other officers hired prior to April 20, 2011, terminating their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(g) Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Employees in Section 2(a) or 2(b) formerly employed

by the Board of Police Commissioners hired prior to April 20, 2011, and continuously employed by the City who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to April 20, 2011, and continuously employed by the City who terminate their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(h) All Commissioned officers, excluding Police Officer Trainees, shall accumulate sick bonus time.

(i) There shall be no advancement of paid sick leave. Sick leave shall be paid at full pay at the current rate of compensation.

SECTION 19.

MEDICAL LEAVE

(a) Medical leave with pay shall be granted to bi-weekly rate employees in permanent competitive positions working fifty percent (50 percent) time or more in accordance with regulations and procedures established by the Director of Personnel.

(1) All employees, unless otherwise stated in this ordinance, shall accrue three (3) hours of medical leave for each bi-weekly pay period of employment but must complete the entire pay period to accrue the medical leave at the end of said pay period. This accrual rate is established

for employees working an average work week of forty (40) hours. Medical leave shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. An eligible employee may be granted paid medical leave by his/her appointing authority after completing twenty-six (26) weeks of continuous service.

(2) Employees in Section 2(a) or 2(b) hired by the Police Division on or after September 1, 2013, shall accrue medical leave as stated above in Section 19(a)(1).

(3) Employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, shall be entitled to all of the sick and medical leave accrued during such employment. Subject to the provisions of Section 19(a), medical leave with pay shall be granted at the rate of 3.70 hours bi-weekly to employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, employed by the City and continuously employed by the City on September 1, 2013.

(b) The Director of Personnel may establish a system of cash awards, paid time off or other incentives to reward employees for perfect and near perfect attendance.

(c) An appointing authority shall remove an employee from the payroll for unexcused absence in accordance with regulations and procedures established by the Director of Personnel. When an employee is docked from the payroll under the provisions of this section, the amount deducted from his/her regular bi-weekly rate of pay shall be one times (1.0x) the regular hourly rate as defined in this ordinance for each hour of unexcused absence. If an employee is docked from the payroll for one (1) hour or more in a bi-weekly pay period, he/she will cease to accrue medical leave for the pay period.

(d) If management decides to send their employees or a group of employees home due to inclement weather, they will not lose their medical leave accrual for that pay period.

(e) All leave with or without pay for illness, injury, or physical inability to perform assigned duties shall be recorded on the payroll or a subsidiary document in the manner established by the Director of Personnel. Compensation for periods of absence from work when an employee sustains an injury by accident on the job shall be governed by the provisions of Section 24 (Workers' Compensation and Disability Leave) of this ordinance.

(f) An employee who is reemployed from an authorized layoff shall have his/her prior medical leave balance and sick leave balance restored if any, provided any sick leave balance has not been credited to the employee's length of service in determining pension benefits paid to the retiree. An employee who is reemployed from an authorized layoff and who has a medical and/or sick leave balance and who completed twenty-six (26) weeks of continuous employment prior to the layoff may take approved medical and/or sick leave upon reemployment.

(g) Each appointing authority shall institute procedures, in accordance with regulations established by the Director of Personnel that will discourage the improper use of medical leave with pay. When an employee is removed from the payroll for absence not approved by the appointing authority, the employee shall be notified promptly in writing.

(h) Employees shall not receive payment for any medical leave balance, and it shall not be used in the calculation of retirement benefits or payments under this ordinance or any other ordinance.

(i) There shall be no advancement of medical leave.

SECTION 20.

MILITARY LEAVE

The City of St. Louis will follow all applicable state and federal laws on the granting of military leave and reemployment rights.

Each employee is required to give advance notice (at least 30 days prior to departure when feasible), preferably in writing, of service obligation or intention to perform services in the uniformed services, unless such notice is prevented by military necessity, as determined by a designated authority, or impossible or unreasonable under all of the circumstances.

Upon the expiration of military leave of absence, the employee shall be reinstated to the class of position he/she occupied at the time the leave was granted without breaking continuity of service. Failure of an employee to report for duty within the time pursuant to state or federal law shall be just cause for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee upon his/her return.

Full-time, permanent employees paid a bi-weekly rate of pay who are called to active duty as a member of the National Guard or any reserve component of the Armed Forces of the United States and who are placed on a military leave of absence will be granted compensation in the amount to offset the difference between the employee's gross bi-weekly pay with the City and his/her total military pay plus allowances if such military pay and allowances is less than the employee's regular gross bi-weekly rate of pay and subject to submission of documentation as required by the Director of Personnel.

SECTION 21.

LEAVES OF ABSENCE AND FAMILY/MEDICAL LEAVE

An employee may request a leave of absence, or an appointing authority may request a leave of absence for an employee, for any reason under the City's general leave policy, or a "Family/Medical Leave of Absence" for certain qualifying reasons under provisions of "The Family and Medical Leave Act of 1993" as provided in this ordinance and under additional provisions and regulations as determined by the Director of Personnel.

(a) An appointing authority, with the approval of the Director of Personnel, may grant an employee in a competitive position a general leave of absence without pay for a period of one (1) year, which may be extended, with the prior approval of the Director of Personnel.

Upon the expiration of such leave of absence, the employee shall be reinstated to the competitive position he/she occupied at the time the leave was granted provided the position is still in existence and he/she is able to perform the duties of the position. The employee shall be reinstated to the competitive position at the same relative rate in the salary range the employee occupied at the time the leave was initiated. Failure of an employee to report for duty promptly at the expiration of the leave shall be just cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee on leave other than military leave or qualifying family/medical leave may be notified by the appointing authority, with the approval of the Director of Personnel, to return prior to the expiration of such leave. Failure of the employee to return within ten (10) calendar days after receipt of such notice shall terminate his/her leave of absence and be just cause for dismissal, subject to any applicable federal, state or local regulations.

(b) The City of St. Louis will follow all applicable state and federal laws on the granting of family/medical leave. The City of St. Louis will provide up to six (6) weeks of paid family/medical leave, in accordance with the City's "Family/Medical Leave Policy."

The Director of Personnel shall establish additional rules, guidelines and procedures for the effective administration of the City's "Family/Medical Leave Policy." The policy shall comply with all provisions of the "Family/Medical Leave Act of 1993" and any amendments thereafter.

Employees must take all of their accrued time (sick leave, medical leave, vacation leave) prior to being placed on leave without pay status for approved Family and Medical Leave, except employees can keep one (1) week of vacation hours (if they have accrued one (1) week of vacation and are eligible to take them). Employees will be allowed to use all their compensatory time, if requested by employee.

(c) Any employee in a competitive position who is appointed to an excepted position in the Classified Service shall be granted an in-service leave without pay from the competitive position during the term to which he/she is appointed to the excepted position. Such leave shall be for the term of the appointment to the excepted position and until his/her successor qualifies. Upon the expiration of the appointment to the excepted position, the employee shall be reinstated to the competitive position he/she occupied immediately prior to the in-service leave. The employee shall be reinstated to the competitive position as under a temporary promotion pursuant to Section 6(a)(2) of this ordinance. Employees who are returned to a competitive position shall retain any vacation, compensatory time, sick leave, or medical leave balance in effect at the time of granting of the leave of absence for appointment to the excepted position. Employees shall be given credit

for time spent in an excepted appointment in computing eligibility for additional vacation leave accrual.

(d) In the event that emergency conditions occur which require the closing of City-operated facilities, or the temporary cessation of functions carried out by classified employees, the Mayor of the City of St. Louis may declare an emergency and require an employee or group of employees to take leaves of absence with or without pay while such emergency conditions exist. In the event that the Mayor requires that the leave of absence be without pay, an employee with vacation or accrued compensatory time may elect to take the accrued time off with pay in lieu of all or a part of such non-paid leave of absence. Such non-paid leave of absence shall not interrupt continuity of service for vacation accrual. An emergency leave of absence declared by the Mayor shall not exceed ninety (90) days.

(e) Employees who are granted general leaves of absence and other non-paid leaves of absence, except military leave, must take all accrued vacation at the start of the leave of absence except as otherwise provided in this ordinance. Employees who are granted or placed on a non-paid leave of absence will not accrue vacation, sick leave, and medical leave during the period of non-paid leave. Upon the expiration of such leaves of absence, the employee shall follow the procedures as established in this Section 21 and any other applicable regulations and procedures as established by the Director of Personnel.

(f) An appointing authority, with the prior approval of the Director of Personnel, may put an employee on a forced leave of absence with or without pay pending the outcome of an investigation

or of a pending disciplinary action against the employee. Employees being placed on forced leave may elect to be placed on either vacation leave or compensatory time.

(g) In the event that a fiscal crisis occurs in the City of St. Louis, employees may request voluntary furloughs. The Director of Personnel may issue regulations to govern the furlough program.

SECTION 22.

INSURANCE BENEFITS

The City of St. Louis is hereby authorized to devise and establish by contract or otherwise plans for life, health, medical, disability, and other insurance coverage deemed necessary for employees in the Classified Service and other employees for the City and their dependents. The Director of Personnel shall develop and administer programs to provide for such coverage. The Director of Personnel shall confer with the Board of Estimate and Apportionment by February 1st of each year regarding coverage plans and the appropriate funding level. The Director shall then be charged with the responsibility of establishing the applicable funding level and remittance rates for the aforementioned plans and certify same to the Comptroller and Budget Director by March 1st of each year. The Director of Personnel may amend said rates as needed.

SECTION 23.

DEATH BENEFIT

In the event any employee of the City whose pay is established by this ordinance dies as a result of injuries arising out of and in the course of his/her employment by the City, the City shall pay compensation in accordance with the Missouri Workers' Compensation Law. The Director of

Personnel and the City Counselor shall establish procedures for making the payments required by the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made. Such compensation shall be in addition to any life insurance benefits paid for by the City or by the employee which is available to the employee's beneficiaries and also in addition to any benefit provided by the Employees Retirement System of the City of St. Louis, the Firemen's Retirement System of the City of St. Louis, or the Firefighters Retirement Plan.

SECTION 24.

WORKERS' COMPENSATION AND DISABILITY LEAVE

(a) Any employee in the Classified Service whose class title and grade are established in Section 1(a) and denoted by the suffix "G," "M," "T" or "E" of this ordinance, including employees who are compensated on a per performance or unit of work basis, who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where an employee's duties are being performed or where an employee's presence is required as part of his/her employment, shall promptly report such injury by accident or occupational disease to his/her immediate supervisor. The supervisor shall in turn report, through the appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. The appointing authority shall promptly provide such written information and recommendations as may be requested by the City Counselor to aid in making the determination of the period of disability.

The employee who suffers a personal injury as described in part (a) of this section, and which results in temporary disability, may elect to use sick or medical leave for the first three (3) days of temporary disability. Thereafter, the employee will be compensated at the rate mandated by the Missouri Workers' Compensation Law. If the period of disability extends fourteen (14) calendar days or more, the three (3) days of sick or medical leave used during the first three (3) days of disability will be restored to the employee's sick or medical leave balance. The City Counselor shall determine the actual amount of compensation and length of time during which payments are made for such temporary disability in accordance with the Missouri Workers' Compensation Law.

(b) (1) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease while engaged in actual fire suppression, or related emergency response activities on or about the premises where these activities are being performed, or during transportation to and from the scene of the fire, or emergency, shall promptly report such injury to his/her immediate supervisor. The injury shall be promptly reported through appropriate management personnel to the Director of Personnel and the City Counselor. During the period of temporary disability which has been determined by the City Counselor to be a result of an injury by accident or occupational disease as defined above, the employee may be continued on the payroll at the regular bi-weekly rate less any amount the employee would otherwise pay in taxes on that portion of the benefit found to be exempt from taxation under the Missouri Workers' Compensation Law, or the federal tax code. Disability leave may also be granted when an

employee suffers injury as a result of participation in Training Simulation of an exceptional and highly dangerous nature wherein the appointing authority or the Director of the Department of Public Safety has gained the approval of the Director of Personnel prior to such Training Simulation.

(2) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where his/her duties are being performed, except as otherwise provided in Section 25(b)(1) above shall likewise, promptly report such injury to his/her immediate supervisor, who shall report, through his/her appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. During any such period of temporary disability, the employee shall be entitled to workers' compensation benefits as prescribed by State Law.

(3) Employees in the competitive service whose pay is established in Section 2(d) of this ordinance who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies. Employees in the competitive service whose pay is established in Section 2(a) or 2(b) of this ordinance and who were employed by the Board of Police Commissioners and who remain employed by the Police Division who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies.

(c) The City Counselor, the Director of Personnel, or the appointing authority may require an employee to undergo a physical examination and medical or surgical treatment at the expense of the City to diagnose and treat injuries or illnesses arising out of employment.

(d) The City Counselor and the Comptroller shall establish procedures for paying compensation to employees or former employees who are permanently disabled and due compensation under the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made.

(e) The City Counselor and the Director of Personnel shall be responsible for the administration of the provisions of this Section and shall establish and publish procedural regulations for the administration of the program. Each appointing authority shall establish procedures to comply with the provisions of this section and established regulations.

SECTION 25.

JURY AND WITNESS LEAVE

(a) Jury leave with pay shall be granted to bi-weekly rate employees working fifty percent (50 percent) time or more for such time when such employees are serving as jurors pursuant to order of the St. Louis Circuit Court or United States District Court in St. Louis. Any bi-weekly rate employee, when so summoned for jury service, shall report such fact within seventy-two (72) hours to his/her appointing authority and display to the appointing authority the summons which the employee has received and shall give the appointing authority in writing the date and the time of such jury service. No bi-weekly rate employee shall receive any compensation from the Jury Commissioner or the United States District Court system for jury service for days the employee

receives compensation from the City. A bi-weekly rate employee may keep the jury stipend for days when the employee receives no compensation from the City (off days, docks, leaves, etc.). Upon being discharged from serving as a juror by the Court or Jury Commissioner, the employee shall forthwith report to his/her appointing authority if discharged during their normally scheduled work hours and shall submit to his/her appointing authority a written statement from the Jury Commissioner certifying that the employee has served as a juror and the time and date so served. The appointing authority shall, upon receipt of the statement of jury service, credit the employee with paid jury leave for such service.

(b) Leave with pay shall be granted to bi-weekly rate employees for such time when the employee's presence is required by the prosecutor in a criminal proceeding or grand jury procedure, a trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-weekly rate employee, when so subpoenaed as a prosecution witness or whose presence is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72) hours to his/her appointing authority and shall give the appointing authority in writing the date and time his/her presence is required for such criminal prosecution. Each appointing authority shall establish controls to assure that any paid leave is actually required by the prosecuting authority. An appointing authority may require an employee to furnish satisfactory evidence of being required to be off the job and that all time off was in connection with the prosecution of the case. This procedure shall apply for employee participation in criminal prosecution in State or Federal Courts.

SECTION 26.

DEFERRED COMPENSATION

(a) Authority is hereby granted for the establishment of a deferred compensation plan for the City of St. Louis.

(b) In accordance with the regulations applicable to the plan, as set out herein, the Comptroller is authorized to enter into an agreement with eligible participants, whereby said participants may designate a portion of their future earnings to be deducted by the City and placed in a fund to be designated "City of St. Louis Deferred Compensation Plan Fund" for the purpose of providing tax deferred benefits to the participants upon retirement.

(c) The Board of Estimate and Apportionment is hereby authorized to establish or select a specific plan or plans in accordance with the requirements set out in this ordinance. In establishing the plan, the Board of Estimate and Apportionment may elect to retain outside parties to provide administrative and/or investment services after following competitive bidding procedures. The Board of Estimate and Apportionment is authorized, after analyzing the various competitive bids submitted in accordance with the requirements of this ordinance, to select the plan or plans it determines to meet the requirements established as a part of the competitive bidding procedures and to be in the best interest of the participants. No investment plan shall be considered unless offered by a duly licensed resident agent representing a company duly licensed and authorized by the State of Missouri and other applicable federal regulatory agencies to offer such insurance or investment programs.

In the event Federal or State legislation is changed in a manner affecting and/or relating to any of the aforementioned Deferred Compensation provisions contained in this Section, the Board of Estimate and Apportionment of the City of St. Louis may amend the deferred compensation

plan accordingly and may execute any and all documents necessary to achieve and effectuate the recommended changes.

SECTION 27.

RETIREMENT

The following provisions shall apply to the Employees Retirement System:

(a) "Final Average Compensation" is equal to one-half of the sum of (1) and (2) below:

(1) The annual compensation received by a member for the two (2) consecutive years of creditable service in which the highest compensation was received preceding the termination of his/her employment, and

(2) The balance of a member's sick leave on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for and/or calculation of retirement benefits, except that said balance cannot exceed twenty-five percent (25 percent) of a member's total sick leave on the date of retirement.

(b) If a member has less than two (2) consecutive years of creditable service his/her final average compensation shall be equal to the sum of (1) and (2) below, divided by (3) below and then multiplied by (4) below:

(1) The sum of monthly compensation received by the member for each consecutive month of creditable service immediately preceding the termination of his/her employment;

(2) The balance of a member's sick leave pay on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours

considered as creditable service for the purpose of determining eligibility for retirement benefits, except that said balance cannot exceed twenty-five percent (25 percent) of a member's total sick leave on the date of retirement.

(3) The number of consecutive months of creditable service immediately preceding the termination of his/her employment, and

(4) Twelve (12).

The years of creditable service of a member shall be the number of years and completed full calendar months of service during which he/she receives compensation from the first day of the calendar month following the date of the beginning of each employment with an employer until his/her employment is terminated, subject to the provisions of this section. The years of creditable service of an employee (as that term is defined in Subsection 11 of Section Four of Ordinance 66511) hired after the operative date (as that term is defined in Subsection 18 of Section Four of Ordinance 66511) who had attained the age of sixty (60) years at initial employment shall be the number of years and completed months of service during which he/she receives compensation from October 1, 1988, and hereafter, from the first day on or after October 1, 1988, of the beginning of each employment with an employer until his/her employment is terminated. No creditable service shall be granted for any period of employment before October 1, 1988, after the calendar month in which the member attains age seventy (70). No creditable service for prior employment shall be granted an employee who becomes a member after April 1, 1960, unless he/she was employed by an employer on April 1, 1960.

A member's accrued sick leave balance less the sum of (a), (b) and (c) below shall be considered as additional creditable service for calculation of retirement benefits under any provision of this Ordinance 66511, as amended:

(a) Sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, and

(b) Sick leave hours paid to the member upon termination of his/her employment, and

(c) Sick leave hours used in determining final average compensation.

SECTION 28.

SEVERABILITY

The sections of this ordinance shall be severable. In the event that any section of this ordinance is found by a court of competent jurisdiction to be invalid, the remaining sections of this ordinance are valid, unless the court finds the valid sections of the ordinance are so essential and inseparably connected with and dependent upon the void section that it cannot be presumed that the Board of Aldermen would have enacted the valid sections without the void ones, or unless the court finds that the valid sections standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION 29.

REPEAL OF PREVIOUS ORDINANCES

Ordinance Number 71099 and all other ordinances or amendments, or parts thereof conflicting with the provisions of this ordinance are hereby repealed.

SECTION 30.

EMERGENCY CLAUSE

This ordinance being deemed necessary for the immediate preservation of the public peace, health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.

INDEX TO COMPENSATION ORDINANCE

This index is for general reference purposes and may not reference all provisions of this ordinance. For complete scope refer to specific provisions of this ordinance.

SECTION(S)

Alphabetical List of Classes 1

Attendance Record.....14, 15

Changes to Classification Plan.....11

Codes for Classes.....1

Compensatory Time.....15, 16

- For Overtime.....15
- In Lieu of Holiday.....16
- Maximum Balance.....15

Continuous Service.....7, 17

- For Salary Increase 7
- For Vacation.....17

Conversion to New Pay Schedule.....9

Death Benefit 23

Deferred Compensation 26
Disability Leave 24
Education Reimbursement 3
Employment Cycle 15
Employment Schedule 15
Holidays 16
    Employees Excluded ..... 2(j), 16
Hours of Work 14
Incentive and Award Program ..... 2(o)
Insurance Benefits 22
Jury Leave 25
Leaves of Absence 21
    Emergency ..... 21(d)
    Excepted Positions, Coverage of ..... 21(c)
    Family/Medical 21
    Forced ..... 21(f)
Interruption of Continuous Service ..... 7(b)
Medical Leave 19
Military Leave 20
Minimum Hours of Work 14
Moving Expenses ..... 2(m)

Overtime (OVTM) 1, 15

Pay

- Advanced Skills ..... 2(p)
- Bi-Weekly Schedules 2
- Commuting Allowance ..... 2(h)
- Contingency Assignment Differential ..... 2(t)(1)
- Continuous Service for Increase 7
- Decreases 7
- Demotion 6
- Elected Officials ..... 2(e)
- Excepted Positions ..... 7(f)
- Fire Division ..... 2(c)
- Foreign Language ..... 2(o)(2)
- Hiring Incentive ..... 2(n)
- Holiday 16
- Hourly Rates ..... 2(j)
- Income Sources 8
- Within Range and Exceptional Performance Increases 7
- On-Call Rates ..... 2(l)
- Overtime 15
- Per Performance Rates ..... 2(j)

Police Division....2(d)
Promotion....6
Reallocation....6
Recruitment Rate....5
Reemployment Rate....5
Retention....7(j)
Salary Range Limitations....4
Starting Salaries....5
Shift Differential....2(f)
Stipends for Board and Commission Members....2(i)
Temporary Assignment Differential....2(t)(2)
Time Lines for Payment....10
Trainee Rates....2(k)
Transfer....6
Units of Work....2(j)
Vehicle Maintenance and Use Allowance....2(u)
Weekend Differential....2(g)
Payroll....12, 13
Relocation....2(m)
Retirement....27
Severability....28

Sick Leave....18
Employees Excluded....2(j)
Suggestion Program....2(o)(4)
Tool Allowance....2(s)
Vacation....17
Employees Excluded....2(j), 17
Uniform Allowance....2(r)
Workers' Compensation....24

Approved:

ORDINANCE 71099

BOARD BILL NUMBER 200 INTRODUCED BY: ALDERWOMAN CAROL HOWARD/ALDERWOMAN BETH MURPHY

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing **Ordinance 70791**; allocating certain other employees to a grade with rate; and including an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the first pay period following approval by the Mayor.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION 1.

ALPHABETICAL LIST OF CLASSES

(a) Beginning with the effective date of this ordinance, the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

			GRADE/	
TITLE	**CODE**	**SCHEDULE**		**OVTM**
Abatement and Exemption Analyst	1424	15	G	3
Account Clerk I	1141	10	G	3
Account Clerk II	1142	11	G	3

1	Accountant	1442	14	G	2
2	Accounting Coordinator	1444	15	G	1
3	Accounting Manager	1446	17	M	1
4	Accounting Officer	1447	16	M	1
5	Accounting Supervisor	1443	15	M	1
6	Administrative Assistant I	1621	13	G	3
7	Administrative Assistant II	1622	14	G	3
8	Administrative Assistant III	1623	15	M	1
9	Administrative Assistant to the Mayor	1721	14	G	1
10	Air Pollution Inspector	3922	13	G	3
11	Airfield Maintenance Foreman	3322	14	G	3
12	Airfield Maintenance Supervisor	1638	15	M	2
13	Airfield Maintenance Worker	3324	12	G	3
14	Airfield Maintenance Worker (Lead)	3327	13	G	3
15	Airfield Operations Specialist	1631	14	G	3
16	Airfield Operations Specialist (Lead)	1635	15	G	3
17	Airfield Painter/Maintenance Worker	3247	36	T	3
18	Airfield Painter/Maintenance Worker (Lead)	3248	37	T	3
19	Airport Assistant Director Air Service and				
20	Business Development	1688	19	M	1
21	Airport Assistant Director Community Programs	1655	19	M	1

1	Airport Assistant Director Finance and Accounting	1651	19	M	1
2	Airport Assistant Director Planning and Engineering	1653	19	M	1
3	Airport Assistant Director Operations and				
4	Maintenance	1634	19	M	1
5	Airport Building Maintenance Supervisor	1684	14	M	2
6	Airport Deputy Director Finance and Administration	1686	21	M	1
7	Airport Deputy Director Operations	1639	21	M	1
8	Airport Deputy Director Planning and Development	1652	21	M	1
9	Airport Emergency Preparedness Coordinator	1630	14	G	3
10	Airport Fleet Maintenance Manager	3273	16	M	1
11	Airport Operations Supervisor	1636	16	M	2
12	Airport Planning Manager	1656	18	M	1
13	Airport Police Captain	2145	15	M	1
14	Airport Police Chief	2147	17	M	1
15	Airport Police Lieutenant	2144	14	G	2
16	Airport Police Officer	2141	12	G	3
17	Airport Police Sergeant	2143	13	G	3
18	Airport Power Plant Manager	1687	16	M	1
19	Airport Properties Division Manager	1654	18	M	1
20	Airport Properties Inspector	4222	13	G	3
21	Airport Properties Specialist	1681	14	G	3

1	Airport Properties Supervisor	1682	15	G	3
2	Airport Risk Manager	1683	15	G	3
3	Airport Traffic Officer	2172	9	G	3
4	Animal Care and Control Officer	2113	11	G	3
5	Animal Regulation Center Supervisor	2116	14	G	3
6	Arborist	3654	15	G	1
7	Architect	4433	15	G	1
8	Architectural Manager	4434	17	M	1
9	Assessor	1439	20	M	1
10	Asset Manager	1486	19	M	1
11	Assistant Fire Chief	2235	81	F	1
12	Assistant Mechanical Maintenance Worker	3412	9	G	3
13	Attorney I	2361	15	G	1
14	Attorney II	2362	17	G	1
15	Attorney III	2363	18	G	1
16	Attorney IV	2367	20	G	1
17	Attorney Manager	2364	20	M	1
18	Audit Coordinator	1474	15	G	1
19	Audit Manager	1475	17	M	1
20	Audit Supervisor	1473	16	M	1
21	Auditor I	1471	13	G	2

1	Auditor II	1472	14	G	2
2	Battalion Fire Chief	2227	77	F	1
3	Benefits Clerk	1541	10	G	3
4	Benefits Specialist	1545	12	G	3
5	Billing Supervisor	1192	14	G	3
6	Blacksmith	3231	36	T	3
7	Budget Analyst	1461	14	G	3
8	Budget Analyst (Senior)	1462	15	G	3
9	Budget Director	1468	21	M	1
10	Building Inspection Manager I	3856	16	M	1
11	Building Inspection Manager II	3857	17	M	1
12	Building Inspection Supervisor	3855	15	G	3
13	Building Inspector I	3851	36	T	3
14	Building Inspector II	3852	37	T	3
15	Building Maintenance and Operations Supervisor	3753	14	G	3
16	Building Maintenance Worker	3411	12	G	3
17	Buyer	1223	14	G	3
18	CAD Technician	4422	12	G	3
19	Capital Improvement Project Liaison	4344	15	G	3
20	Carpenter	3211	36	T	3
21	Carpenter (Lead)	3212	37	T	3

1	Carpenter Foreman	3213	39	T	3
2	Cashier	1182	9	G	3
3	Cashier Supervisor	1184	11	G	3
4	Chemist I	3551	13	G	2
5	Chemist II	3552	14	G	2
6	Chemistry Supervisor	3553	16	G	1
7	Chief of Staff	1737	23	M	1
8	Chief Paramedic	5721	17	M	1
9	Chief Plan Examiner	4233	17	M	1
10	City Counselor	2368	22	M	1
11	City Court Administrator	1676	16	M	1
12	City Court Judge	2369	17	G	1
13	City Planning Executive	4143	19	M	1
14	City Register	1661	14	M	1
15	City Surveyor	4293	15	G	3
16	Civil Engineer I	4241	14	G	2
17	Civil Engineer II	4242	15	G	1
18	Civil Engineer III	4243	16	G	1
19	Civil Engineer III/Computer Network Coordinator	4244	16	G	1
20	Civil Engineer Supervisor	4245	16	M	1
21	Clerical Aide	1111	5	G	3

1	Clerical Supervisor	1115	13	G	3
2	Clerk I	1112	8	G	3
3	Clerk II	1113	9	G	3
4	Clerk Typist I	1121	8	G	3
5	Clerk Typist II	1122	9	G	3
6	Clerk Typist III	1123	10	G	3
7	Client Service Coordinator I	6147	13	G	3
8	Client Service Coordinator II	6148	14	G	3
9	CODIS Administrator	2541	15	G	1
10	Commissioner of Buildings	3858	20	M	1
11	Commissioner of Communications	1811	17	M	1
12	Commissioner of Community Mediation	2389	17	M	1
13	Commissioner of Corrections	2373	20	M	1
14	Commissioner of Emergency Management	2181	17	M	1
15	Commissioner of Equipment Services	3277	19	M	1
16	Commissioner of Excise	2193	17	M	1
17	Commissioner of Facilities Management	3755	19	M	1
18	Commissioner of Forestry	3644	19	M	1
19	Commissioner of Health	5688	21	M	1
20	Commissioner of Parks	3645	19	M	1
21	Commissioner of Recreation	7137	19	M	1

1	Commissioner of Refuse	3135	19	M	1
2	Commissioner of Streets	4248	19	M	1
3	Commissioner of Supply	1229	18	M	1
4	Commissioner of Towing	3349	17	M	1
5	Commissioner of Traffic	4283	19	M	1
6	Commissioner of Water	4329	20	M	1
7	Commissioner of the Civilian Oversight Board	2179	17	M	1
8	Commissioner on the Disabled	6163	17	M	1
9	Communications Center Coordinator	2161	14	G	3
10	Communications Equipment Installer	1869	31	T	3
11	Communications Service Center Manager	1865	18	M	1
12	Communications Service Center Specialist I	1861	13	G	3
13	Communications Service Center Specialist II	1862	15	G	3
14	Communications Service Center Supervisor	1864	16	M	1
15	Community Development Planner I	4121	13	G	3
16	Community Development Planner II	4122	14	G	3
17	Community Development Planner III	4126	15	G	1
18	Community Development Research Analyst	4184	15	G	3
19	Community Development Specialist I	4123	13	G	3
20	Community Development Specialist II	4124	14	G	3
21	Community Development Supervisor	4127	15	M	1

1	Community Health Aide	5624	10	G	3
2	Community Program Aide	6171	10	G	3
3	Comptroller	1489	2	E	1
4	Computer Operations Supervisor	1327	13	M	1
5	Computer Operator I	1323	10	G	3
6	Computer Operator II	1324	11	G	3
7	Computer Programmer I	1331	13	G	3
8	Computer Programmer II	1332	14	G	3
9	Concrete Finisher	3283	36	T	3
10	Construction and Maintenance Manager	3759	17	M	1
11	Construction Equipment Foreman I	3334	39	T	3
12	Construction Equipment Foreman II	3335	40	T	3
13	Construction Equipment Operator I	3332	35	T	3
14	Construction Equipment Operator II	3333	36	T	3
15	Construction Project Leader	4346	15	G	3
16	Contract Compliance Officer	1662	14	G	2
17	Contract Specialist	1663	11	G	3
18	Contract Supervisor	1664	15	G	3
19	Correctional Case Worker	2337	12	G	3
20	Correctional Center Superintendent	2372	19	M	1
21	Correctional Chief of Security	2338	15	M	1

1	Correctional Classification Assistant	2333	11	G	3
2	Correctional Investigator	2339	12	G	3
3	Correctional Officer I	2331	11	G	3
4	Correctional Officer II	2332	12	G	3
5	Correctional Program Manager	2374	16	M	1
6	Correctional Shift Supervisor	2335	14	G	3
7	Correctional Training Coordinator	2381	14	G	2
8	Correctional Training Officer	2384	13	G	3
9	Correctional Unit Manager	2375	15	M	1
10	Court Room Clerk	1118	9	G	3
11	Court Room Clerk Coordinator	1119	10	G	3
12	Criminalist I	2544	13	G	3
13	Criminalist II	2545	14	G	3
14	Criminalist Supervisor	2546	16	M	1
15	Cultural Resources Director	1674	18	M	1
16	Custodian	3711	6	G	3
17	Custodian (Lead)	3712	7	G	3
18	Customer Service Manager	1189	16	M	1
19	Customer Service Representative I	1116	10	G	3
20	Customer Service Representative II	1117	11	G	3
21	Customer Service Supervisor	1185	13	M	2

1	Data Entry Supervisor	1315	11	G	3
2	Data Processing Manager	1365	18	M	1
3	Deputy Airport Police Chief	2146	16	M	1
4	Deputy Assessor	1435	18	M	1
5	Deputy Budget Director	1467	17	M	1
6	Deputy Chief Paramedic	5724	16	M	1
7	Deputy City Counselor	2366	21	M	1
8	Deputy City Engineer	4316	21	M	1
9	Deputy Commissioner of Buildings	3859	19	M	1
10	Deputy Commissioner of Equipment Services	3275	17	M	1
11	Deputy Commissioner of Refuse	3134	17	M	1
12	Deputy Commissioner of Supply	1228	17	M	1
13	Deputy Comptroller	1488	21	M	1
14	Deputy Director of Civil Rights Enforcement Agency	6138	16	M	1
15	Deputy Director of Employment and Training	6228	18	M	1
16	Deputy Director of Personnel	1528	20	M	1
17	Deputy Director of Planning and Urban Design	4188	19	M	1
18	Deputy Director of Public Safety	2152	20	M	1
19	Deputy Fire Chief	2231	78	F	1
20	Deputy Marshal	2121	10	G	3
21	Detention Center Superintendent	2371	18	M	1

1	Digital/Printing Press Operator	2412	31	T	3
2	Director of Airports	1658	23	M	1
3	Director of Civil Rights Enforcement Agency	6139	18	M	1
4	Director of Community Development	4144	22	M	1
5	Director of Employment and Training	6229	20	M	1
6	Director of Health and Hospitals	5589	23	M	1
7	Director of Human Services	6169	21	M	1
8	Director of Information Technology	1367	21	M	1
9	Director of Parks, Recreation and Forestry	3649	21	M	1
10	Director of Personnel	1529	22	M	1
11	Director of Planning and Urban Design	4186	20	M	1
12	Director of Public Safety	2151	22	M	1
13	Director of Public Utilities	4349	21	M	1
14	Director of Streets	4249	21	M	1
15	Disabled Services Representative	6173	11	G	3
16	DNA Technical Leader	2548	15	G	1
17	Document Specialist	5643	11	G	3
18	Electrical Engineer	4261	15	G	1
19	Electrical Engineer (Senior)	4262	16	G	1
20	Electrical Inspection Supervisor	3815	15	G	3
21	Electrical Inspector I	3811	36	T	3

1	Electrical Inspector II	3812	38	T	3
2	Electrical Supervisor	3226	15	M	2
3	Electrician	3223	36	T	3
4	Electrician (Lead)	3224	38	T	3
5	Electrician Foreman	3225	39	T	3
6	Electronic Control Systems Technician	3442	36	T	3
7	Electronic Instrument Technician	3443	36	T	3
8	Electronic Technician Supervisor	3444	39	T	3
9	Emergency Management Specialist	2183	15	G	1
10	Emergency Management System Technician	2182	36	T	3
11	Employment and Training Representative	6211	12	G	3
12	Employment and Training Specialist I	6213	13	G	3
13	Employment and Training Specialist II	6214	14	G	3
14	Employment and Training Specialist III	6215	15	G	3
15	Employment and Training Specialist IV	6218	17	G	1
16	EMS Communications Supervisor	5723	14	M	2
17	EMS Dispatcher	5731	11	G	3
18	EMS Inventory Supervisor	5722	12	G	3
19	EMS Lead Dispatcher	5732	12	G	3
20	EMS Training Specialist	5719	14	G	3
21	EMT (Emergency Medical Technician)	5714	11	G	4

Engineering Manager I	4312	17	M	1
Engineering Manager II	4313	18	M	1
Engineering Technician I	4224	13	G	3
Engineering Technician II	4225	14	G	3
Engineering Technician Supervisor	4226	15	M	2
Environmental Court Coordinator	3881	15	M	1
Environmental Engineer	4254	15	G	1
Environmental Health Officer	5622	13	G	3
Environmental Health Supervisor	5638	14	G	2
Environmental Regulatory Compliance and Safety Manager	1659	19	M	1
Epidemiologist	5642	16	G	1
Estimator	4223	13	G	3
Executive Assistant I	1628	16	G	1
Executive Assistant II	1629	17	M	1
Executive Assistant to the Mayor	1725	20	M	1
Executive Director for Development	1728	23	M	1
Executive Director for Operations	1736	23	M	1
Executive Director of the Affordable Housing Commission	1722	19	M	1
Executive Secretary I	1134	12	G	3

1	Executive Secretary II	1135	14	G	2
2	Executive Secretary to the Comptroller	1136	14	G	2
3	Executive Secretary to the Mayor	1727	21	M	1
4	Exercise Physiologist	2572	13	G	3
5	Facilities Maintenance Worker	3419	35	T	3
6	Financial Analyst	1482	15	G	1
7	Financial Supervisor/Information Systems Coordinator	1484	16	M	1
8	Fingerprint Manager	2549	16	M	1
9	Fingerprint Technician Supervisor	2557	14	G	3
10	Fire Alarm Manager	2216	74	F	1
11	Fire Captain	2226	72	F	3
12	Fire Commissioner	2239	83	F	1
13	Fire Equipment Dispatcher	2212	69	F	3
14	Fire Private	2222	69	F	3
15	Firearms Examiner	2551	13	G	3
16	Firearms Examiner Supervisor	2553	16	M	2
17	Fiscal Manager	1448	18	M	1
18	Fiscal Officer I	1492	16	G	1
19	Fiscal Officer II	1493	17	G	1
20	Fiscal Operations Support Manager	1491	19	M	1
21	Fitness Programs Supervisor	2573	14	G	3

1	Fleet Body Repair Specialist	3288	35	T	3
2	Fleet Maintenance Foreman I	3266	39	T	3
3	Fleet Maintenance Foreman II	3267	40	T	3
4	Fleet Maintenance Manager	3274	16	M	1
5	Fleet Maintenance Parts Specialist	3287	31	T	3
6	Fleet Maintenance Parts Supervisor	3284	33	T	3
7	Fleet Maintenance Technician I	3261	31	T	3
8	Fleet Maintenance Technician II	3262	35	T	3
9	Fleet Maintenance Technician III	3263	37	T	3
10	Fleet Maintenance Technician IV	3265	38	T	3
11	Food Establishment Inspector	5631	13	G	3
12	Forensic Science Technician	2555	11	G	3
13	Forestry Foreman	3641	11	G	3
14	Forestry Supervisor	3622	13	G	3
15	Gardener	3632	10	G	3
16	Gardener Supervisor	3633	11	G	3
17	GIS Specialist I/Graphic Designer	4111	13	G	3
18	GIS Specialist II/Graphic Designer	4112	14	G	3
19	GIS/Graphic Design Manager	4113	15	M	1
20	GIS Systems Manager	1361	17	M	1
21	Government Services Administrator	1627	17	M	1

1	Government Services Analyst	1625	16	G	1
2	Grants Administrator	1453	15	M	1
3	Grants Manager	1455	17	M	1
4	Graphic Arts Technician	4187	37	T	3
5	Graphic Designer	4182	12	G	3
6	Health Care Compliance Specialist	5515	14	G	3
7	Health Education Planner	5696	12	G	3
8	Health Marketing Administrator	5685	16	G	1
9	Health Planning Executive	5571	17	M	1
10	Health Services Manager I	5681	17	M	1
11	Health Services Manager II	5682	18	M	1
12	Heavy Equipment Operator I	3325	10	G	3
13	Heavy Equipment Operator II	3326	11	G	3
14	Historic Preservation Planner I	4192	13	G	3
15	Historic Preservation Planner II	4193	14	G	3
16	Housekeeping Manager	3719	14	M	2
17	Housekeeping Supervisor I	3715	11	G	3
18	Housekeeping Supervisor II	3716	13	G	3
19	Housing Development Analyst	4125	14	G	3
20	Housing Development Analyst (Senior)	4128	15	G	3
21	Human Relations Specialist	6131	13	G	3

1	Human Resources Manager	1523	18	M	1
2	Human Resources Specialist I	1513	13	G	3
3	Human Resources Specialist II	1514	14	G	3
4	Human Resources Specialist III	1515	15	G	3
5	Human Resources Specialist IV	1516	16	G	1
6	HVAC Foreman	3418	39	T	3
7	HVAC Mechanic	3417	36	T	3
8	Information Security Administrator	1369	17	G	1
9	Information Systems Administrator	1362	20	M	1
10	Information Systems Coordinator	1322	13	G	3
11	Information Systems Support Manager	1363	19	M	1
12	Internet Services Manager	1368	18	M	1
13	Inventory Control Specialist	1214	8	G	3
14	Inventory Control Technician I	1211	8	G	3
15	Inventory Control Technician II	1212	9	G	3
16	Inventory Coordinator	1215	10	G	3
17	Inventory Supervisor	1213	11	G	3
18	Investigative Assistant	2579	13	G	3
19	Labor Foreman I	3121	12	G	3
20	Labor Foreman II	3125	13	G	3
21	Labor Supervisor	3128	14	M	2

1	Laboratory Director	3555	17	M	1
2	Laboratory Manager	2542	17	M	1
3	Laboratory Supervisor	5463	16	M	1
4	Laboratory Technician	3554	11	G	3
5	Landscape Supervisor	3634	14	G	3
6	Latent Fingerprint Examiner	2554	14	G	3
7	Lead Abatement Inspector	5626	13	G	3
8	Lead Abatement Worker	5625	11	G	3
9	Lead Abatement Worker (Lead)	5627	12	G	3
10	Legal Investigator I	2351	13	G	3
11	Legal Investigator II	2352	14	G	3
12	Legal Secretary	1151	12	G	3
13	Librarian	2575	14	G	3
14	Licensed Practical Nurse	5181	11	G	3
15	Lifeguard	7111	5	G	3
16	Lifeguard Supervisor	7112	7	G	3
17	Liquor Control Officer	2191	11	G	3
18	Liquor Control Supervisor	2192	14	G	3
19	Locksmith	3416	35	T	3
20	Machine Shop Foreman	3238	38	T	3
21	Machinist	3233	36	T	3

1	Mail Room Supervisor	1186	14	G	3
2	Mayor	1739	3	E	1
3	Mechanical Engineer	4271	15	G	1
4	Mechanical Engineer (Senior)	4272	16	G	1
5	Mechanical Equipment Inspection Supervisor	3845	15	M	1
6	Mechanical Inspector I	3841	36	T	3
7	Mechanical Inspector II	3843	38	T	3
8	Mechanical Maintenance Foreman	3415	38	T	3
9	Mechanical Maintenance Worker	3413	35	T	3
10	Medical Service Coordinator	6149	14	G	3
11	Medical Technologist	5461	13	G	3
12	Medical Technologist (Lead)	5462	14	G	3
13	Messenger/Mail Clerk	1181	5	G	3
14	Microcomputer Support Specialist	1328	11	G	3
15	Municipal Parking Garage Manager	3133	14	M	1
16	Neighborhood Development Executive	3872	17	M	1
17	Neighborhood Improvement Specialist	3871	14	G	3
18	Neighborhood Improvement Supervisor	3873	15	G	3
19	Network Systems Manager	1364	19	M	1
20	Nurse Practitioner	5131	16	G	1
21	Nutrition Program Coordinator	5664	14	G	2

1	Painter	3242	36	T	3
2	Painter (Lead)	3243	37	T	3
3	Painter Foreman	3245	39	T	3
4	Paralegal	2365	12	G	3
5	Paramedic	5717	13	G	4
6	Paramedic Crew Chief	5718	14	G	4
7	Paramedic Supervisor	5716	15	G	4
8	Park Facilities Maintenance Superintendent	3617	16	M	1
9	Park Maintenance Manager	3618	16	M	1
10	Park Ranger	2132	10	G	3
11	Park Ranger Supervisor	2133	11	G	3
12	Park Supervisor I	3612	12	G	3
13	Park Supervisor II	3613	13	G	3
14	Parking Garage Attendant	3114	6	G	3
15	Parking Garage Attendant (Lead)	3115	8	G	3
16	Parkkeeper	3611	11	G	3
17	Parole and Probation Officer	2321	13	G	3
18	Parole and Probation Supervisor	2324	15	M	1
19	Payroll Manager	1449	17	M	1
20	Payroll Specialist I	1171	10	G	3
21	Payroll Specialist II	1172	11	G	3

1	Payroll Specialist III	1174	12	G	3
2	Payroll Supervisor	1173	14	G	3
3	Permit Supervisor	1673	14	M	1
4	Personal Property Appraisal Manager	1415	15	M	1
5	Personal Property Appraisal Supervisor	1413	14	M	2
6	Personal Property Appraiser I	1411	11	G	3
7	Personal Property Appraiser II	1412	12	G	3
8	Pest Control Worker	5699	9	G	3
9	Photographer I	2558	10	G	3
10	Photographer II	2559	11	G	3
11	Physician	5553	18	G	1
12	Pipefitter	3254	36	T	3
13	Plan Examiner	4232	14	G	2
14	Plumber	3251	36	T	3
15	Plumber Foreman	3253	39	T	3
16	Plumbing Inspection Supervisor	3824	15	M	1
17	Plumbing Inspector I	3821	36	T	3
18	Plumbing Inspector II	3822	38	T	3
19	Police Assistant Chief	2536	81	D	1
20	Police Captain	2526	74	D	1
21	Police Commissioner	2538	83	D	1

1	Police Dispatch Manager	2568	15	M	1
2	Police Dispatch Supervisor	2566	13	G	3
3	Police Dispatcher I	2563	10	G	3
4	Police Dispatcher II	2564	11	G	3
5	Police Lieutenant	2524	72	D	1
6	Police Lieutenant Colonel	2534	78	D	1
7	Police Major	2532	77	D	1
8	Police Officer	2514	69	D	3
9	Police Planner I	2591	13	G	3
10	Police Planner II	2592	15	G	3
11	Police Planning Manager	2593	17	M	1
12	Police Probationary Officer	2513	69	D	3
13	Police Sergeant	2522	71	D	3
14	Polygraph Examiner	2576	14	G	3
15	President, Board of Aldermen	1748	1	E	1
16	President, Board of Public Service	4348	23	M	1
17	Printing and Duplicating Graphics Manager	2413	15	M	1
18	Printing Supervisor	2414	13	G	3
19	Prisoner Processing Clerk	2582	9	G	3
20	Prisoner Processing Supervisor	2584	13	G	3
21	Probationary Fire Equipment Dispatcher	2211	69	F	3

1	Probationary Fire Private	2221	69	F	3
2	Process Control Specialist	4265	15	G	2
3	Procurement Specialist	1225	13	G	3
4	Procurement/Purchasing Manager I	1226	16	M	1
5	Procurement/Purchasing Manager II	1227	17	M	1
6	Program Coordinator	1698	14	G	3
7	Program Manager I	1693	15	M	1
8	Program Manager II	1694	16	M	1
9	Program Specialist I	1696	11	G	3
10	Program Specialist II	1691	12	G	3
11	Program Supervisor	1692	13	G	3
12	Program Worker	7312	5	G	3
13	Programmer/Analyst I	1341	15	G	2
14	Programmer/Analyst II	1342	16	G	2
15	Programmer/Analyst III	1343	17	G	2
16	Public Health Education Coordinator	5648	15	G	2
17	Public Health Educator	5695	15	G	3
18	Public Health Intake Supervisor	5646	15	G	2
19	Public Health Intake Worker	5647	12	G	3
20	Public Health Nurse I	5651	14	G	3
21	Public Health Nurse II	5653	15	G	3

1	Public Health Nurse III	5654	16	G	2
2	Public Health Nursing Supervisor	5655	17	M	1
3	Public Health Program Representative	5693	13	G	3
4	Public Health Program Specialist	5691	14	G	3
5	Public Health Program Supervisor	5694	15	G	2
6	Public Information Manager	1617	18	M	1
7	Public Information Officer I	1614	13	G	2
8	Public Information Officer II	1615	15	G	1
9	Public Information Officer Supervisor	1616	15	M	1
10	Public Information Officer to the Comptroller	1618	15	G	1
11	Public Information Officer to the Mayor	1613	16	G	1
12	Public Nuisance Inspector	3861	10	G	3
13	Public Safety Specialist	2136	15	G	1
14	Real Estate Records Clerk	1668	10	G	3
15	Real Estate Records Manager	1426	14	M	1
16	Real Estate Specialist	1667	13	G	3
17	Real Property Appraisal Manager	1429	17	M	1
18	Real Property Appraisal Supervisor I	1428	15	M	1
19	Real Property Appraisal Supervisor II	1427	16	M	1
20	Real Property Appraiser I	1421	13	G	3
21	Real Property Appraiser II	1422	14	G	3

1	Receptionist	1161	8	G	3
2	Receptionist to the Mayor	1162	9	G	3
3	Records Retention Supervisor	1187	14	G	3
4	Recreation Area Manager	7118	16	M	1
5	Recreation Assistant	7116	7	G	3
6	Recreation Leader	7117	10	G	3
7	Recreation Supervisor I	7114	12	G	3
8	Recreation Supervisor II	7115	14	M	2
9	Refuse Route and Safety Coordinator	3931	11	G	3
10	Refuse Superintendent	3131	16	M	1
11	Registered Nurse I	5121	14	G	3
12	Registered Nurse II	5122	15	G	3
13	Research Analyst to the Mayor	1729	16	G	1
14	Safety Officer I	1531	13	G	3
15	Safety Officer II	1532	14	G	3
16	Safety Officer III	1533	15	G	3
17	School Crossing Guard	2174	5	G	3
18	Secretary and Stenographer to the Mayor	1138	11	G	3
19	Secretary I	1131	9	G	3
20	Secretary II	1132	10	G	3
21	Secretary to the Board of Estimate and Apportionment	1137	12	G	3

1	Secretary to the Board of Public Service	1671	14	M	1
2	Security Officer	2131	10	G	3
3	Senior Fire Equipment Dispatcher	2215	72	F	3
4	Senior Plan Examiner	4234	15	G	1
5	Senior Plan Examiner/Code Development Specialist	4235	16	G	1
6	Solid Waste Route Foreman	3127	13	G	3
7	Soulard Market Manager	3757	15	M	1
8	Special Assistant for Development	1724	17	M	1
9	Special Assistant to the Comptroller	1672	16	G	1
10	Special Assistant to the Mayor	1723	17	G	1
11	Special Assistant to the Water Commissioner	3538	17	M	1
12	Special Events Program Executive	1697	18	M	1
13	Specialist on Aging I	6121	13	G	3
14	Specialist on Aging II	6122	14	G	3
15	Stable Attendant	2577	9	G	3
16	Stationary Engineer	3423	36	T	3
17	Street and Traffic Inspection Supervisor	3956	14	M	1
18	Street and Traffic Inspector	3954	11	G	3
19	Street and Traffic Liaison	1643	14	M	1
20	Street Lighting Superintendent	3229	16	M	1
21	Street Maintenance Superintendent	3132	16	M	1

1	Sunshine Law Administrator	1626	17	M	1
2	Superintendent of Soldiers' Memorial	3756	14	M	1
3	Supervising Deputy Marshal	2124	11	G	3
4	Supervising Stationary Engineer	3428	15	M	2
5	Supervisor-STD Intervention and Outreach Program	5649	15	M	2
6	Survey Projects Coordinator	4246	15	G	1
7	Systems Analyst	1351	15	G	2
8	Systems Analyst Senior	1353	17	G	1
9	Systems Development Manager	1366	19	M	1
10	Systems Development Specialist	1355	17	G	2
11	Systems Project Leader	1352	18	M	1
12	Technical Support Specialist I	1371	15	G	3
13	Technical Support Specialist II	1372	16	G	3
14	Telecommunications Inspector	1824	13	G	3
15	Telecommunications Maintenance Supervisor	1854	13	G	3
16	Telecommunications Specialist	1853	14	G	3
17	Telecommunications Supervisor	2173	12	G	3
18	Telecommunications Technician	1855	12	G	3
19	Telecommunicator	2171	10	G	3
20	Tow Truck Operator	3311	10	G	3
21	Towing Services Foreman	3313	11	G	3

1	Towing Services Supervisor	3314	14	M	2
2	Trades Helper	3281	31	T	3
3	Traffic Control Supervisor	3439	14	M	3
4	Traffic Engineer	4281	15	G	1
5	Traffic Engineer (Senior)	4282	16	G	1
6	Traffic Engineering Manager	4284	17	M	1
7	Transportation Center Operations Specialist	3752	11	G	3
8	Transportation Center Operations Supervisor	3751	16	M	1
9	Tree Trimmer	3621	10	G	3
10	Urban Designer	4185	14	G	3
11	Urban Forester	3652	14	G	2
12	Urban Forestry Assistant	3651	11	G	3
13	Urban Forestry Superintendent	3656	16	M	1
14	Utility Locator	3119	12	G	3
15	Utility Worker	3117	9	G	3
16	Utility Worker (Lead)	3118	10	G	3
17	Veterinarian	2119	16	G	1
18	Veterinarian Technician	2118	11	G	3
19	Video Engineer	1823	40	T	3
20	Video Production Manager	1812	16	M	1
21	Video Production Specialist	1822	36	T	3

1	Video Production Supervisor	1821	40	T	3
2	Water Distribution Executive	4314	19	M	1
3	Water Distribution Superintendent	3535	16	M	1
4	Water Distribution Supervisor	3534	14	M	2
5	Water Maintenance Foreman	3517	13	G	3
6	Water Maintenance Technician	3518	12	G	3
7	Water Meter Worker	3521	10	G	3
8	Water Meter Worker Supervisor	3522	13	G	3
9	Water Plant Maintenance Foreman	3543	39	T	3
10	Water Plant Maintenance Manager	3531	17	M	1
11	Water Plant Maintenance Mechanic	3541	36	T	3
12	Water Plant Maintenance Mechanic (Lead)	3542	38	T	3
13	Water Production Engineer	3536	17	M	1
14	Water Production Executive	4315	19	M	1
15	Water Services Manager	3537	14	M	1
16	Water Treatment Plant Operator	3515	36	T	3
17	Water Treatment Plant Supervisor I	3514	38	T	3
18	Water Treatment Plant Supervisor II	3519	39	T	3
19	Web Development Specialist I	1345	14	G	2
20	Web Development Specialist II	1346	15	G	2
21	Welder	3235	36	T	3

Workers Compensation Specialist	1543	13	G	3
Zoning Administrator	4165	16	M	1
Zoning Inspector	4163	10	G	3
Zoning Specialist	4162	12	G	3

SECTION 2.

OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) - General and Management Schedule, (b) - Trades Schedule, (c) - Fire Division Schedule, (d) - Police Division Schedule and (e) - Elected Official Schedule.

(a) GENERAL AND MANAGEMENT PAY SCHEDULE:

(1) The following bi-weekly pay schedule for all pay grades denoted with the suffix "G" or "M" shall continue to be in effect through June 20, 2020.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	5	6	7	8	9	10	11	12	13
Step									
1	713	773	840	912	989	1074	1169	1270	1400
2	724	785	853	926	1004	1090	1187	1289	1421
3	735	796	865	940	1019	1106	1204	1308	1442
4	746	808	878	954	1034	1123	1222	1328	1464
5	757	820	892	968	1050	1140	1241	1348	1486
6	768	833	905	982	1065	1157	1259	1368	1508
7	780	845	918	997	1081	1174	1278	1389	1531
8	791	858	932	1012	1098	1192	1297	1410	1554
9	803	871	946	1027	1114	1210	1317	1431	1577
10	815	884	960	1043	1131	1228	1337	1452	1601
11	827	897	975	1058	1148	1246	1357	1474	1625
12	840	911	989	1074	1165	1265	1377	1496	1649
13	852	924	1004	1090	1182	1284	1398	1518	1674
14	865	938	1019	1107	1200	1303	1419	1541	1699
15	878	952	1035	1123	1218	1323	1440	1564	1724
16	891	966	1050	1140	1236	1343	1462	1588	1750
17	905	981	1066	1157	1255	1363	1483	1612	1777
18	918	996	1082	1175	1274	1383	1506	1636	1803
19	932	1011	1098	1192	1293	1404	1528	1660	1830
20	946	1026	1115	1210	1312	1425	1551	1685	1858
21	960	1041	1131	1228	1332	1447	1574	1711	1886
22	975	1057	1148	1247	1352	1468	1598	1736	1914
23	989	1073	1166	1265	1372	1490	1622	1762	1943

24	1004	1089	1183	1284	1393	1513	1646	1789	1972
25	1019	1105	1201	1304	1414	1535	1671	1815	2001
26	1035	1122	1219	1323	1435	1558	1696	1843	2031
27	1050	1138	1237	1343	1457	1582	1722	1870	2062
28	1066	1155	1256	1363	1478	1605	1747	1898	2093
29	1082	1173	1274	1384	1501	1629	1774	1927	2124
30	1114	1208	1313	1425	1546	1679	1827	1985	2188

1

Grade	14	15	16	17	18	19	20	21	22	23
Step										
1	1605	1839	2110	2421	2777	3189	3662	3951	4263	4601
2	1629	1867	2142	2457	2819	3237	3717	4010	4327	4670
3	1654	1895	2174	2494	2861	3285	3773	4070	4392	4740
4	1678	1923	2206	2532	2904	3335	3829	4131	4458	4811
5	1703	1952	2239	2570	2947	3385	3887	4193	4525	4883
6	1729	1981	2273	2608	2992	3435	3945	4256	4592	4957
7	1755	2011	2307	2647	3036	3487	4004	4320	4661	5031
8	1781	2041	2342	2687	3082	3539	4064	4385	4731	5106
9	1808	2072	2377	2727	3128	3592	4125	4451	4802	5183
10	1835	2103	2413	2768	3175	3646	4187	4518	4874	5261
11	1863	2134	2449	2810	3223	3701	4250	4585	4947	5340
12	1891	2166	2485	2852	3271	3756	4314	4654	5022	5420
13	1919	2199	2523	2895	3320	3813	4378	4724	5097	5501
14	1948	2232	2561	2938	3370	3870	4444	4795	5173	5584
15	1977	2265	2599	2982	3421	3928	4511	4867	5251	5667

16	2007	2299	2638	3027	3472	3987	4578	4940	5330	5752
17	2037	2334	2678	3072	3524	4047	4647	5014	5410	5839
18	2067	2369	2718	3118	3577	4107	4717	5089	5491	5926
19	2098	2404	2758	3165	3630	4169	4787	5165	5573	6015
20	2130	2440	2800	3213	3685	4232	4859	5243	5657	6105
21	2162	2477	2842	3261	3740	4295	4932	5321	5742	6197
22	2194	2514	2884	3310	3796	4360	5006	5401	5828	6290
23	2227	2552	2928	3359	3853	4425	5081	5482	5915	6384
24	2260	2590	2972	3410	3911	4491	5157	5564	6004	6480
25	2294	2629	3016	3461	3970	4559	5235	5648	6094	6577
26	2329	2668	3061	3513	4029	4627	5313	5733	6185	6676
27	2364	2708	3107	3565	4090	4696	5393	5819	6278	6776
28	2399	2749	3154	3619	4151	4767	5474	5906	6372	6878
29	2435	2790	3201	3673	4213	4838	5556	5995	6468	6981
30	2509	2881	3304	3795	4357	5005	5749	6206	6699	7233

(2) The following bi-weekly pay schedule for all pay grades denoted with the suffix "G" or "M" shall become effective beginning with the bi-weekly pay period starting June 21, 2020.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	5	6	7	8	9	10	11	12	13
Step									
1								1270	1400
2								1289	1421

3					1204	1308	1442
4					1222	1328	1464
5					1241	1348	1486
6					1259	1368	1508
7					1278	1389	1531
8					1297	1410	1554
9				1210	1317	1431	1577
10				1228	1337	1452	1601
11				1246	1357	1474	1625
12				1265	1377	1496	1649
13				1284	1398	1518	1674
14			1200	1303	1419	1541	1699
15			1218	1323	1440	1564	1724
16			1236	1343	1462	1588	1750
17			1255	1363	1483	1612	1777
18			1274	1383	1506	1636	1803
19			1293	1404	1528	1660	1830
20		1210	1312	1425	1551	1685	1858
21		1228	1332	1447	1574	1711	1886
22		1247	1352	1468	1598	1736	1914
23		1265	1372	1490	1622	1762	1943
24		1284	1393	1513	1646	1789	1972
25	1201	1304	1414	1535	1671	1815	2001
26	1219	1323	1435	1558	1696	1843	2031
27	1237	1343	1457	1582	1722	1870	2062

28			1256	1363	1478	1605	1747	1898	2093	
29			1274	1384	1501	1629	1774	1927	2124	
30	1200	1208	1313	1425	1546	1679	1827	1985	2188	

1

Grade	14	15	16	17	18	19	20	21	22	23
Step										
1	1605	1839	2110	2421	2777	3189	3662	3951	4263	4601
2	1629	1867	2142	2457	2819	3237	3717	4010	4327	4670
3	1654	1895	2174	2494	2861	3285	3773	4070	4392	4740
4	1678	1923	2206	2532	2904	3335	3829	4131	4458	4811
5	1703	1952	2239	2570	2947	3385	3887	4193	4525	4883
6	1729	1981	2273	2608	2992	3435	3945	4256	4592	4957
7	1755	2011	2307	2647	3036	3487	4004	4320	4661	5031
8	1781	2041	2342	2687	3082	3539	4064	4385	4731	5106
9	1808	2072	2377	2727	3128	3592	4125	4451	4802	5183
10	1835	2103	2413	2768	3175	3646	4187	4518	4874	5261
11	1863	2134	2449	2810	3223	3701	4250	4585	4947	5340
12	1891	2166	2485	2852	3271	3756	4314	4654	5022	5420
13	1919	2199	2523	2895	3320	3813	4378	4724	5097	5501
14	1948	2232	2561	2938	3370	3870	4444	4795	5173	5584
15	1977	2265	2599	2982	3421	3928	4511	4867	5251	5667
16	2007	2299	2638	3027	3472	3987	4578	4940	5330	5752
17	2037	2334	2678	3072	3524	4047	4647	5014	5410	5839
18	2067	2369	2718	3118	3577	4107	4717	5089	5491	5926
19	2098	2404	2758	3165	3630	4169	4787	5165	5573	6015

20	2130	2440	2800	3213	3685	4232	4859	5243	5657	6105
21	2162	2477	2842	3261	3740	4295	4932	5321	5742	6197
22	2194	2514	2884	3310	3796	4360	5006	5401	5828	6290
23	2227	2552	2928	3359	3853	4425	5081	5482	5915	6384
24	2260	2590	2972	3410	3911	4491	5157	5564	6004	6480
25	2294	2629	3016	3461	3970	4559	5235	5648	6094	6577
26	2329	2668	3061	3513	4029	4627	5313	5733	6185	6676
27	2364	2708	3107	3565	4090	4696	5393	5819	6278	6776
28	2399	2749	3154	3619	4151	4767	5474	5906	6372	6878
29	2435	2790	3201	3673	4213	4838	5556	5995	6468	6981
30	2509	2881	3304	3795	4357	5005	5749	6206	6699	7233

(b) TRADES PAY SCHEDULE:

(1) The following bi-weekly pay schedule for all pay grades denoted with the suffix "T" shall continue to be in effect through June 20, 2020.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	31	32	33	34	35	36	37	38	39	40
Step										
1	1119	1171	1223	1281	1340	1403	1470	1536	1609	1685
2	1136	1189	1241	1300	1360	1424	1492	1559	1633	1710
3	1153	1206	1260	1320	1381	1445	1514	1582	1658	1736
4	1170	1224	1279	1340	1401	1467	1537	1606	1682	1762

5	1188	1243	1298	1360	1422	1489	1560	1630	1708	1788
6	1205	1261	1318	1380	1444	1511	1584	1655	1733	1815
7	1224	1280	1337	1401	1465	1534	1607	1680	1759	1842
8	1242	1300	1357	1422	1487	1557	1631	1705	1786	1870
9	1261	1319	1378	1443	1510	1580	1656	1730	1813	1898
10	1279	1339	1398	1465	1532	1604	1681	1756	1840	1927
11	1299	1359	1419	1487	1555	1628	1706	1783	1867	1956
12	1318	1379	1441	1509	1578	1653	1732	1809	1895	1985
13	1338	1400	1462	1532	1602	1677	1758	1836	1924	2015
14	1358	1421	1484	1555	1626	1703	1784	1864	1953	2045
15	1378	1442	1506	1578	1651	1728	1811	1892	1982	2076
16	1399	1464	1529	1602	1675	1754	1838	1920	2012	2107
17	1420	1486	1552	1626	1700	1780	1865	1949	2042	2138
18	1441	1508	1575	1650	1726	1807	1893	1978	2072	2170
19	1463	1531	1599	1675	1752	1834	1922	2008	2104	2203
20	1485	1554	1623	1700	1778	1862	1951	2038	2135	2236
21	1507	1577	1647	1725	1805	1890	1980	2069	2167	2269
22	1530	1601	1672	1751	1832	1918	2010	2100	2200	2303
23	1553	1625	1697	1777	1859	1947	2040	2131	2233	2338
24	1576	1649	1722	1804	1887	1976	2070	2163	2266	2373
25	1600	1674	1748	1831	1916	2006	2101	2196	2300	2409
26	1624	1699	1775	1859	1944	2036	2133	2229	2335	2445
27	1648	1725	1801	1887	1973	2066	2165	2262	2370	2482
28	1673	1750	1828	1915	2003	2097	2197	2296	2405	2519
29	1698	1777	1856	1944	2033	2129	2230	2330	2441	2557

30	1863	1948	2040	2137	2230	2341	2450	2559	2686	2807

(2) The following bi-weekly pay schedule for all pay grades denoted with the suffix "T" shall become effective beginning with the bi-weekly pay period starting June 21, 2020.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	31	32	33	34	35	36	37	38	39	40
Step										
1			1223	1281	1340	1403	1470	1536	1609	1685
2			1241	1300	1360	1424	1492	1559	1633	1710
3		1206	1260	1320	1381	1445	1514	1582	1658	1736
4		1224	1279	1340	1401	1467	1537	1606	1682	1762
5		1243	1298	1360	1422	1489	1560	1630	1708	1788
6	1205	1261	1318	1380	1444	1511	1584	1655	1733	1815
7	1224	1280	1337	1401	1465	1534	1607	1680	1759	1842
8	1242	1300	1357	1422	1487	1557	1631	1705	1786	1870
9	1261	1319	1378	1443	1510	1580	1656	1730	1813	1898
10	1279	1339	1398	1465	1532	1604	1681	1756	1840	1927
11	1299	1359	1419	1487	1555	1628	1706	1783	1867	1956
12	1318	1379	1441	1509	1578	1653	1732	1809	1895	1985
13	1338	1400	1462	1532	1602	1677	1758	1836	1924	2015
14	1358	1421	1484	1555	1626	1703	1784	1864	1953	2045
15	1378	1442	1506	1578	1651	1728	1811	1892	1982	2076
16	1399	1464	1529	1602	1675	1754	1838	1920	2012	2107

17	1420	1486	1552	1626	1700	1780	1865	1949	2042	2138
18	1441	1508	1575	1650	1726	1807	1893	1978	2072	2170
19	1463	1531	1599	1675	1752	1834	1922	2008	2104	2203
20	1485	1554	1623	1700	1778	1862	1951	2038	2135	2236
21	1507	1577	1647	1725	1805	1890	1980	2069	2167	2269
22	1530	1601	1672	1751	1832	1918	2010	2100	2200	2303
23	1553	1625	1697	1777	1859	1947	2040	2131	2233	2338
24	1576	1649	1722	1804	1887	1976	2070	2163	2266	2373
25	1600	1674	1748	1831	1916	2006	2101	2196	2300	2409
26	1624	1699	1775	1859	1944	2036	2133	2229	2335	2445
27	1648	1725	1801	1887	1973	2066	2165	2262	2370	2482
28	1673	1750	1828	1915	2003	2097	2197	2296	2405	2519
29	1698	1777	1856	1944	2033	2129	2230	2330	2441	2557
30	1863	1948	2040	2137	2230	2341	2450	2559	2686	2807

(c) FIRE DIVISION PAY SCHEDULE:

The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Division Pay Schedule in effect. The following bi-weekly pay schedule for all pay grades denoted with the suffix "F" shall continue to be in effect following the effective date of this ordinance.

FIRE BI-WEEKLY RANGE OF PAY

	Class Codes							
	2211	2212	2215					
	2221	2222	2226	2216	2227	2231	2235	2239
Current Years of Service	69F	69F	72F	74F	77F	78F	81F	83F
0	1839.05							
1		1890.02						
2		1937.20						
3		2024.78						
4		2068.10						
5		2124.38						
6		2180.68						
7		2288.65	2827.85					
8		2366.12	2926.71					
9		2446.37	3028.84	3259.41				
10		2453.53	3035.93	3266.54				
11		2475.95	3042.98	3273.67	3538.62			
12		2483.41	3050.15	3280.76	3545.75	3628.13	3794.04	4416.59
13		2490.46	3057.23	3287.89	3552.75	3736.10	3902.01	4430.72
14		2497.51	3064.32	3294.94	3559.89	3743.15	3909.10	4444.89
15		2504.68	3071.41	3302.02	3566.97	3750.32	3916.32	4459.07

16	2511.73	3078.45	3309.12	3574.11	3757.35	3923.28	4473.29
17	2518.90	3085.62	3316.24	3580.72	3764.54	3930.49	4487.46
18	2525.95	3092.72	3326.34	3588.24	3771.55	3937.55	4501.59
19	2532.99	3099.88	3330.41	3595.36	3778.63	3944.59	4515.85
20	2540.12	3106.90	3337.51	3602.50	3785.76	3951.81	4530.07
21	2547.21	3114.01	3344.58	3609.59	3792.84	3958.80	4544.20
22	2554.29	3121.15	3351.73	3616.63	3800.01	3965.94	4558.37
23	2561.42	3128.24	3358.86	3623.72	3807.02	3973.03	4572.60
24	2568.48	3135.36	3365.95	3630.81	3814.23	3980.11	4586.68
25	2575.60	3142.42	3373.08	3637.98	3821.23	3987.28	4600.95
26	2582.70	3149.50	3380.17	3645.07	3828.33	3994.29	4615.17
27	2589.86	3156.63	3387.21	3652.11	3835.51	4001.42	4629.43
28	2596.91	3163.72	3394.34	3659.16	3842.51	4008.42	4643.61
29	2603.95	3170.72	3401.43	3666.33	3849.69	4015.59	4657.70
30	2611.04	3177.89	3408.43	3673.42	3856.69	4022.77	4671.96

(d) POLICE DIVISION PAY SCHEDULE:

The following bi-weekly pay schedule for all pay grades denoted with the suffix "D" shall continue to be in effect following the effective date of this ordinance.

POLICE BI-WEEKLY RANGE OF PAY

Class Codes

	2513	2514	2522	2524	2526	2532	2534	2536	2538
Current Years of Service	69D	69D	71D	72D	74D	77D	78D	81D	83D
0	1839.05								
1		1890.02							
2		1937.20							
3		2024.78							
4		2068.10							
5		2124.38	2480.62						
6		2180.68	2486.79						
7		2288.65	2612.41	2827.85					
8		2366.12	2702.78	2926.71					
9		2446.37	2796.12	3028.84	3259.41				
10		2453.53	2803.20	3035.93	3266.54				
11		2475.95	2810.35	3042.98	3273.67	3538.62			
12		2483.41	2817.39	3050.15	3280.76	3545.75	3628.13	3794.04	4416.59
13		2490.46	2824.52	3057.23	3287.89	3552.75	3736.10	3902.01	4430.72
14		2497.51	2831.65	3064.32	3294.94	3559.89	3743.15	3909.10	4444.89
15		2504.68	2838.70	3071.41	3302.02	3566.97	3750.32	3916.32	4459.07
16		2511.73	2845.79	3078.45	3309.12	3574.11	3757.35	3923.28	4473.29
17		2518.90	2852.91	3085.62	3316.24	3580.72	3764.54	3930.49	4487.46
18		2525.95	2860.00	3092.72	3326.34	3588.24	3771.55	3937.55	4501.59
19		2532.99	2867.09	3099.88	3330.41	3595.36	3778.63	3944.59	4515.85

20	2540.12	2874.18	3106.90	3337.51	3602.50	3785.76	3951.81	4530.07
21	2547.21	2881.22	3114.01	3344.58	3609.59	3792.84	3958.80	4544.20
22	2554.29	2888.39	3121.15	3351.73	3616.63	3800.01	3965.94	4558.37
23	2561.42	2895.48	3128.24	3358.86	3623.72	3807.02	3973.03	4572.60
24	2568.48	2902.53	3135.36	3365.95	3630.81	3814.23	3980.11	4586.68
25	2575.60	2909.66	3142.42	3373.08	3637.98	3821.23	3987.28	4600.95
26	2582.70	2916.71	3149.50	3380.17	3645.07	3828.33	3994.29	4615.17
27	2589.86	2923.88	3156.63	3387.21	3652.11	3835.51	4001.42	4629.43
28	2596.91	2930.97	3163.72	3394.34	3659.16	3842.51	4008.42	4643.61
29	2603.95	2938.01	3170.72	3401.43	3666.33	3849.69	4015.59	4657.70
30	2611.04	2945.14	3177.89	3408.43	3673.42	3856.69	4022.77	4671.96

(**e) ELECTED OFFICIAL PAY SCHEDULE:**

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect:

GRADE	BI-WEEKLY RATE
1E	$3491
2E	$4315
3E	$5070

(2) The salary of an elected official shall not be increased during the term of office.

(f) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute a promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee in Section 2(a) or 2(b) to be eligible for shift differential compensation, the employee must work a shift that requires the completion of four (4) hours of work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive shift differential if they are regularly scheduled to work at least four (4) hours between 4:00 p.m. and 8:00 a.m. the following morning. Employees shall be entitled to receive shift differential compensation for no more than one shift worked between the hours of 4:00 p.m. and 8:00 a.m. Employees who are assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) or 2(b) the shift differential premium shall be one percent (1%) of the employee's regular base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

An employee whose pay range is established in Section 2(a) or 2(b) shall receive shift differential for working a portion of an eligible shift, provided the portion of the shift not worked is charged to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour shall not be counted toward the payment of the differential.

(2) For those employees whose pay range is established in Section 2(c), the shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly assigned 24 hour shift to be eligible for any shift differential for the shift. Such employees shall not receive shift differential for overtime worked, which is not part of their regular schedule. This provision will not go into effect until shift differential is agreed upon by the Director of Personnel and the Union (Local 73) in writing.

Except shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment Dispatcher classifications whose pay range is established in Section 2(c).

(3) For Police Officer Trainees and employees whose pay grade is denoted with the suffix D, the night shift differential shall be ten percent (10%) of the hourly rate for all full hours worked between the hours of 11 p.m. and 7 a.m. and all eight (8) hour shifts beginning between 10:30 p.m. and 11:30 p.m.

(4) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(g) WEEKEND DIFFERENTIAL: When employees whose pay range is established in Section 2(a) or 2(b) work on a Saturday and/or a Sunday they shall be eligible for weekend differential. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend differential when it is part of their regularly scheduled work hours. This differential shall be one percent (1%) of an employee's base bi-weekly rate. An employee shall receive weekend differential for working any portion of an eligible day. This differential shall only be paid for full hours worked. Weekend differential shall not be paid to employees compensated on an hourly or per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(h) COMMUTING ALLOWANCE: Employees residing within the corporate limits of the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of one hundred forty-one dollars ($141.00) bi-weekly on the effective date of this ordinance. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting. City employees who are temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis shall be entitled to a per diem rate for the duration of the assignment. No employee living outside of the corporate limits of the City of St. Louis shall receive a commuting allowance.

A period of absence of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee shall immediately be eligible to resume receiving commuting allowance, reduced in proportion to the time the employee did not work due to absence.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate limits of the City of St. Louis to the work site and back shall not be entitled to the commuting allowance.

(i) BOARD AND COMMISSION STIPENDS:

Title	Code	Stipend
Member, Airport Commission	1980-00-B	$53 per meeting, up to 24 meetings a year
Member, Board of Adjustment	1981-00-B	$75 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	$60 per meeting
Member, Board of Equalization	1983-00-B	$150 per day
Member, Board of Engineers	1984-00-B	$45 per meeting, up to 2 meetings a week
Member, Board of Examiners of Plumbers	1985-00-B	$60 per month
Member, Board of Examiners of Fumigators	1986-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors	1987-00-B	$45 per meeting, up to 3 meetings a

			month
Member, Board of Tax Appeals		1988-00-B	$60 per meeting
Member, Civil Service Commission		1989-00-B	$55 per meeting
			up to 30 meetings a
			year
Member, Board of Building Appeals		1990-00-B	$60 per meeting, up
			to 50 meetings a year
Member, Board of Building Code Review		1991-00-B	$60 per meeting, up
			to 1 meeting a week
Member, Boiler Rules Committee		1992-00-B	$45 per meeting
Member, Committee of Electrical Examiners		1993-00-B	$45 per meeting, up
			to 15 meetings a year
Member, Committee on Plumbing Review		1994-00-B	$45 per meeting, up
			to 15 meetings a year
Member, Demolition Contractors'		1995-00-B	$45 per meeting, up
	Certification Board		to 15 meetings a year
Member, Board of Merchants' and		1996-00-B	$83 per day in
	Manufacturers' Tax Equalization		session, up to 60
			meetings during
			regular 12 week
			session, but not to

		exceed 105 meetings a year
Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per day, per meeting or per month rate established above.

(j) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating similar employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except that an appointing authority, with the prior approval of the Director of Personnel, and when sufficient funds have been appropriated for the fiscal year, may establish

a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly rate employees who would be entitled to employee benefits.

(k) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(l) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be available for a call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(l) may include reasonable minimum pay guarantees for employees required to return to the work site to perform emergency duties. The provisions of this Section 2(l) shall not be construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(m) The Director of Personnel may authorize payment of special recruitment bonuses, travel, moving and related expenses to recruit employees for positions when funds for this purpose are appropriated.

(n) The Director of Personnel may approve the payment of hiring incentives to current employees to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the position for which the recruitment is made.

(o) (1) An appointing authority, with the prior approval of the Director of Personnel, may establish cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity or effectiveness. The incentives offered may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose.

(2) The Director of Personnel, upon the request of the appropriate appointing authority, may establish a program of cash awards or other incentives, not to exceed ten percent (10%) of annual salary, paid as an addition to pay, for the purpose of providing additional

compensation for employees who are fluent in a foreign language and who use this skill in the necessary and regular recurring performance of the duties of their position. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel.

(3) Notwithstanding any other provision in this ordinance, the Director of Personnel is authorized to extend the maximum of the pay ranges by up to forty percent (40%) for the purpose of compensating positions which are extremely hard to fill.

(4) The Director of Personnel may provide an Employee Suggestion Program which grants cash and other awards to recognize employee suggestions which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to pay, which does not change an employee’s bi-weekly rate. The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(p) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a higher rate than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the prior approval of the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications, registrations or certifications related to the duties of the position and when such academic qualifications, registrations, or certifications are not deemed necessary qualifications for the class of position.

The Director of Personnel may also establish other bonus, incentive or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives, bonuses, or reimbursements awarded under such programs do not result in an employee being ruled ineligible for bonuses or salary increases permitted under other sections of this pay ordinance.

(q) In Skilled Trades classes, defined as those that have bona fide apprenticeship programs registered with the Department of Labor or documented attainment of equivalent apprenticeship programs, employees who have completed such apprenticeship programs and attained journeyman status shall be granted the special skills recruitment rate for the class if a special

skills recruitment rate exists for the class. Employees in classes in the Trades Pay Schedule who have completed alternative training programs established and approved by the Director of Personnel, and attained journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a rate exists for the class.

(r) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by employees for the purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted therefore.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefore, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars ($50) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift. Employees whose pay is established under Section 2(d) of the ordinance may be

reimbursed for damages to personal property sustained while in the course and scope of employment in accordance with Police Division policies.

(s) An appointing authority that requires employees to provide and maintain their own tools shall provide a tool replacement program and/or annual maintenance allowance, with the prior approval of the Director of Personnel.

(t) (1) Contingency assignment differential may be paid for certain assignments when immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave, emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment, not to extend more than one pay period. The Director of Personnel will determine the assignments for which Contingency Assignment Differential will be paid. The assignment of an employee to said assignment having a contingency assignment differential will be determined by the appointing authority from an existing eligible list and will not constitute a promotion or advancement in pay. In addition, the removal of an employee from said assignment shall not constitute a demotion or reduction in pay. If an eligible list is not available, an appointing authority may submit to the Director of Personnel the name of the employee being considered for the assignment to determine if they meet the necessary minimum qualifications for the position being considered.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the contingency assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked or one percent (1%) of the employee's regular base bi-weekly rate for each shift assignment covered, not to exceed one (1) pay period.

(2) Temporary assignment differential will be paid for certain assignments when a vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave, etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but not more than thirteen (13) pay periods, and offset by any days that the employee by reason of absence is not fulfilling the assignment. The Director of Personnel will determine the assignments for which the temporary assignment differential will be paid. The assignment or removal of an employee from said assignment having a temporary assignment differential will be determined by the appointing authority and will not constitute a promotion, demotion, advancement, or reduction in pay. The intended employee must meet the minimum qualifications for the position to be assigned. The temporary assignment differential shall be computed as an addition to pay and not affect the employee's regular bi-weekly rate.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the temporary assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for

each bi-weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may require the establishment of a department policy on temporary assignment differential pay and must sign off on the policy prior to authorizing temporary assignment differential.

(u) City employees who are required by their appointing authority to routinely use their personal vehicle in the performance of their duties shall be compensated by receiving a vehicle maintenance and use allowance of two-hundred seventy dollars ($270.00) per month. Eligible employees who use their personal vehicle with reduced frequency shall be entitled to a vehicle maintenance and use allowance which is reduced in proportion to the reduced frequency of use.

SECTION 3.

EDUCATION REIMBURSEMENT

An appointing authority may, with the prior approval of the Director of Personnel, authorize salary payments, payments of tuition expenses, fees, books and related material in whole or in part to employees to permit them to attend school, visit other governmental agencies or in any approved manner to devote themselves to improvement of knowledge or skills required in the performance of the duties of their position.

The Department of Personnel may reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of their positions or in higher positions, when funds have been allocated in the Department's budget.

An appointing authority, with the approval of the Director of Personnel, may establish a program to reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of the duties of their positions or to improve their professional, technical or managerial knowledge or skill.

SECTION 4.

SALARY RANGE LIMITATIONS

No employee in the Classified Service shall be paid at a rate lower than the minimum or higher than the maximum of the salary range established for the class to which his/her position has been allocated, except as otherwise provided in this ordinance.

SECTION 5.

STARTING SALARY

(a) The rate of pay for an excepted position to be paid upon original appointment to the class shall be determined by the appointing authority for the excepted position.

(b) Except as otherwise provided in this ordinance, the minimum rate of pay for a position shall be paid upon original appointment to the class unless the Director of Personnel finds that it is difficult to secure the services of persons with minimum qualifications or experienced qualified persons at the minimum rate.

The Director may establish a recruitment rate for a single position or all positions in a class and authorize employment at an amount above the minimum but within the regular range of salary established for the class. When a recruitment rate is established for an entire class, employees already in such class may have their salaries adjusted to appropriate rates in the new range resulting from the establishment of the recruitment rate.

(c) Employees with permanent status who are eligible for reemployment as determined by the rules of the Department of Personnel shall be reemployed at an appropriate rate within the [new] salary range which takes into consideration the employee's prior service in the position, as determined by the Director of Personnel.

SECTION 6.

PROMOTION, DEMOTION, REALLOCATION,

TRANSFER AND TEMPORARY PROMOTION

An employee who is transferred, promoted, demoted, or whose position is reallocated after the effective date of this ordinance, shall have his/her rate of pay for the new position determined as follows:

(a) Promotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class with a higher pay grade or a higher starting minimum salary.

(1) When an employee is promoted to a position in the General, Management or Trades Pay Schedule, the employee's current bi-weekly rate of pay shall be set at a rate which is five percent (5%) higher than the rate received immediately prior to the promotion or adjusted to the nearest step in the new pay matrix which is not less than but is closest to a rate which is five percent (5%) higher than the rate received immediately prior to promotion. An appointing authority, with the prior approval of the Director of Personnel, may increase the pay of an employee up to twenty percent (20%), adjusted to the nearest step, when such action is needed to attract experienced, qualified candidates for a position. Such salary determinations shall take into consideration the nature and magnitude of the accretion of duties and responsibilities resulting from the promotion. However, no employee shall be paid less than the minimum rate

nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(2) Temporary Promotion: When an employee, whose salary range is established in Section 2(a) or 2(b), is certified and temporarily promoted to a vacant position, for a limited duration, the employee's current salary shall be adjusted as provided in Paragraph (a)(1) of this Section. Upon expiration of the temporary promotion, the employee shall be returned to his/her former rate of pay, adjusted by any increases the employee would have received in the absence of the temporary promotion. In no case shall the employee's salary be above the maximum of the salary range, unless otherwise provided for in this ordinance.

Employees whose salary ranges are established in Section 2(c) or 2(d) of this ordinance, upon receipt of a temporary promotion, shall be granted the new rank with a salary adjustment based on appropriate years of service in accordance with procedures established for a regular promotion. At the end of the temporary promotion, the employee shall be returned to the rank held immediately prior to the temporary promotion. The employee's rate of pay shall be based on the appropriate years of service.

(b) Demotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class which has a lower pay grade and a lower starting minimum salary.

(1) If an employee is demoted for disciplinary reasons in accordance with the rules of the Department of Personnel and Civil Service Commission and established disciplinary procedures, his/her rate of pay shall be established at a rate within the range for the new position which is at least five percent (5%) lower than the rate received immediately prior to the demotion or reduced to the nearest step which is at least five percent (5%) lower than the rate received immediately prior to the demotion, except no employee shall be reduced below the minimum of the range unless otherwise provided for in this ordinance. The amount of the reduction shall be determined by the appointing authority, with the approval of the Director of Personnel.

(2) If an employee accepts a voluntary demotion, his/her current rate of pay shall be reduced within the range for the new position which is five percent (5%) lower, to the closest downward step, than the rate received immediately prior to demotion, except that employees who are in a working test period and demote to their previous class of position or pay grade, will return to the rate or step received immediately prior to the promotion, plus any adjustments as otherwise provided in this ordinance. No employee shall be paid less than the minimum nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(3) When an employee is demoted for reasons in the best interest of the City Service as determined by the Director of Personnel, his/her salary may be reduced by reason of the new salary range and grade with the prior approval of the Director of Personnel. If the salary of such employee is above the maximum for the new position, the employee's salary shall not be increased so long as he/she remains in the position, except as otherwise provided by this ordinance.

(c) Reallocation:

(1) If the employee's position is reallocated to a class in a lower pay grade and the employee's rate of pay for the previous position is within the salary range of the new position, his/her salary shall remain unchanged or adjusted to the closest step provided the employee's rate of pay shall not be reduced.

(2) The salary of an employee whose position is allocated to a class in a higher pay grade shall be determined in accordance with the provisions of this Section 6(a)(1) relating to salary advancement on promotion.

(d) Transfer: The salary rate of an employee who transfers to a different position in the same class, or from a position in one class to a position in another class in the same pay grade, shall remain unchanged, provided that no employee shall be paid less than the minimum rate

nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(e) Over Maximum: The salary of an employee, which is in excess of the maximum of the range prescribed by this ordinance for the class and grade to which his/her position has been allocated or may be reallocated, shall not be reduced by reason of the new salary range and grade. The salary of such employee shall not be increased so long as he/she remains in the class of position, except as otherwise provided by this ordinance.

SECTION 7.

SALARY ADJUSTMENT

Salary adjustments for all employees in competitive positions shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Competitive positions for which salary is established in Section 2(a) - General and Management Schedule; or Section 2(b) - Trades Schedule:

(1) All full time employees employed on March 29, 2020 whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall

receive a one-time, lump sum payment of $1,000.00 effective with the pay period beginning March 29, 2020.

(2) Any employee whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall receive a service rating in accordance with the Service Rating Manual. The rating together with the standards of performance established in the rating manual shall determine eligibility for a one step within-range (merit) increase at intervals as outlined in the Service Rating Manual or other pay regulation(s) as determined by the Director of Personnel. Notwithstanding any other section of the compensation ordinance, all employees in the General, Management, and Trades pay schedules who would be eligible to receive an annual step increase as a result of a "Successful" or "Highly Successful" Overall Rating on their regular Service Rating date will receive a 1.5% increase regardless of their current rate or place in the pay schedule.

(3) Effective beginning with the bi-weekly pay period starting June 21, 2020, all employees whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, who would be eligible to receive an annual step increase as a result of a "Successful" or "Highly Successful" Overall Rating on their regular Service Rating date will instead receive a two-step (*i.e.* 3%) increase regardless of their current rate or place in the pay schedule.

(4) A non-exempt (Overtime Code 3 or 4) employee whose pay is established in Section 2(a) or 2(b) of this ordinance who receives an Overall Rating of "Unsuccessful" as defined by the Service Rating Manual, shall have his/her salary reduced as determined by the standards established in the Service Rating Manual, but not less than the minimum of the pay grade range.

(b) As used in this ordinance, "anniversary date" means the date following fifty-two (52) weeks of continuous service from the date of original appointment or from the date of the last salary adjustment, if other than a temporary reduction in pay for disciplinary reasons, a demotion (not for disciplinary reasons) or an across-the-board ordinance increase, an increase resulting from an authorized incentive program, reallocation or an upgrade of the classification concurrent with adoption of the ordinance. Absence from service as a result of any authorized paid leave, suspensions, military leave, or family/medical leave will not interrupt continuous service. Absence from service for any other cause shall result in breaking continuity of service and establishment of a new anniversary date, except as otherwise provided in this ordinance. The Director of Personnel may authorize different anniversary dates for an employee or groups of employees.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 2(a) or 2(b) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

With the prior approval of the Director of Personnel, the appointing authority in accordance with the Service Rating Manual, may advance the salary of an employee who demonstrates exceptional performance of duties after serving twenty-six (26) weeks of employment at the same rate in the salary range by not more than ten percent (10%) or to the closest step in the pay range which provides not more than a ten percent (10%) increase; this may be in addition to any merit increase received.

(2) Substandard performance of duties:

An appointing authority may reduce the salary of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range as provided in the Service Rating Manual; providing the employee's salary is above the minimum of the range, established in Section 2(a) or 2(b) and allocated to Overtime Code 3 or Overtime Code 4.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period, as determined by the Director of Personnel, following approval of such salary action.

(d) Competitive positions for which salary is established in Section 2(c) - Fire Division Schedule:

All employees in the Fire Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Probationary Fire Privates shall be advanced to the rate for Fire Privates at the beginning of the first bi-weekly pay period following one (1) year of service. Probationary Fire Equipment Dispatchers shall follow the same schedule.

(e) Competitive positions for which salary is established in Section 2(d) – Police Division Schedule:

All employees in the Police Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Police Probationary Officers who successfully complete their working test period shall be advanced to the rate for Police Officer at the beginning of the first bi-weekly pay period during which such officer's one (1) year anniversary as a Probationary Police Officer occurs, excluding his/her initial time in training at the Police Academy.

(f) Excepted Positions: The pay of an employee in an excepted position shall be adjusted to any rate within the pay range at the discretion of the appointing authority for the excepted position.

(g) The Director of Personnel may approve, at the request of an appointing authority, adjustments to correct or mitigate serious and demonstrable internal pay inequities. Salary adjustments under this provision shall preclude adjustments to compensate or reward employees for long-term or meritorious service.

(h) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate. Any such decrease shall be made in accordance with the established disciplinary procedures. The decrease shall not be greater than fifteen percent (15%) of the current salary rate. The decrease may be below the minimum of the pay range for the class. The appointing authority may determine the pay decrease shall be effective for a specific number of bi-weekly pay periods provided, however, that such decrease shall not be effective for more than thirteen (13) bi-weekly pay periods.

(i) An employee who is temporarily promoted shall be eligible for within range salary adjustments under provisions of this Section 7.

(j) The Director of Personnel may approve a within range salary adjustment or other incentives to retain employees in positions that are difficult to fill, or because of their unique requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

SECTION 8.

INCOME SOURCES

Any salary paid to an employee in the Classified Service shall represent the total remuneration for the employee, excepting reimbursements for official travel and other payments specifically authorized by ordinance or pay regulation promulgated by the Director of Personnel. No employee shall receive remuneration from the City in addition to the salary authorized in this ordinance for services rendered by the employee in the discharge of the employee's ordinary duties, of additional duties which may be imposed upon the employee, or of duties which the employee may undertake or volunteer to perform.

Whenever an employee not on an approved paid leave works for a period less than the regularly established number of hours a day, days a week or days bi-weekly, the amount paid shall be proportionate to the hours in the employee's normal work week and the bi-weekly rate for the employee's position. The payment of a separate salary for actual hours worked from two (2) or more departments, divisions or other units of the City for duties performed for each

of such agencies is permissible if the total salary received from these agencies is not in excess of the maximum rate of pay for the class.

SECTION 9.

CONVERSION

(a) Pay schedules in Sections 2(a) or 2(b) in Ordinance 70791 shall continue in effect until the start of the bi-weekly pay period of the effective date of this ordinance, and the rates to be paid to employees in positions of any classes for which a rate is established or changed in Section 2(a) or 2(b) of this ordinance shall become effective and be adjusted (if necessary) as follows:

The salary of each employee whose pay range is established in Section 2(a) or 2(b) of this ordinance whose class has been allocated to a higher pay grade in the appropriate pay schedule as determined by the Director of Personnel shall have their current salary increased to a rate, rounded to the nearest whole dollar, which is not less than but is closest to a rate which is five percent (5%) higher than the rate received immediately prior to promotion, but not less than the minimum of the pay range, whichever is the greater. If an employee's salary is between steps, the employee's salary shall be placed at the higher step.

(b) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(c) The salary of an employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(d) The Director of Personnel may establish a special conversion procedure for a class or position in the event that the Director determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(e) The Director of Personnel shall establish such procedures as needed to place this ordinance into effect and interpret its provisions.

SECTION 10.

PAYMENT OF SALARIES

All compensation for positions in the Classified Service shall be paid bi-weekly. The Director of Personnel and Comptroller shall establish the procedure for listing employees on the various payrolls. The payment due each employee for service, except as otherwise provided, shall be made not later than sixteen (16) days after the end of the bi-weekly pay period. In the event that an employee is dismissed or has been employed for occasional or

emergency work, the Comptroller may immediately pay the employee upon termination of service without waiting for the regular bi-weekly pay date of the Department, Division, Section, Office, Agency, Board or Commission where the employee worked.

SECTION 11.

CHANGES TO CLASSIFICATION PLAN

Whenever the Department of Personnel finds it necessary to add a new class to the classification plan, the Director of Personnel shall allocate the class to an appropriate grade and schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the overtime code of an existing class within the classification plan, the Director of Personnel shall change the overtime code, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the pay schedule of an existing class within the classification plan, the Director of Personnel shall allocate the class to the appropriate schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

The pay grade allocated to a class of position within the classification plan shall remain unchanged for the duration of the existing compensation ordinance. Whenever the Department of Personnel considers it necessary to change the pay grade of an established class of position, such adjustment can only be made concurrent with the adoption of a new compensation ordinance. Recommendation for the allocation of a new pay grade shall be made by the Director of Personnel to the Civil Service Commission for final approval by the Board of Aldermen.

SECTION 12.

PAYROLL FORMS

The Director of Personnel shall prescribe forms on which appointing authorities shall certify to the fact that a vacancy exists in a lawfully created position and to the lawful appointment of a person to fill the position. The Director of Personnel shall indicate on these forms the proper allocation of the position and the rate at which payment is to be made. When approved by the Director of Personnel and submitted to the Comptroller, these forms shall constitute authorization for the initial placing of a person's name on the payroll. The Comptroller shall not authorize any change in the rate of pay of an individual on the payroll unless approved by the Department of Personnel. The Comptroller shall provide the Department of Personnel with a copy of each payroll audited and found correct within twenty-one (21) days after audit and approval of the payroll by the Comptroller's Office.

SECTION 13.

CERTIFICATION OF PAYROLL

The appointing authority shall certify on each payroll or a subsidiary document that each person whose name appears on the payroll has been lawfully appointed at a salary provided by this ordinance and that the employee has actually worked the time for which he/she will be paid, subject to the provisions of this ordinance governing hours of work and leaves of absence in the Classified Service.

SECTION 14.

MINIMUM WORK HOURS

Each appointing authority shall establish procedures to assure that the employees under his/her supervision are actively engaged in the performance of the duties of their positions in accordance with the provisions of this section.

Each appointing authority shall submit to the Department of Personnel the work schedule established for each position in the work unit. Work schedule reports shall be submitted upon request of the Director of Personnel or whenever the appointing authority proposes to change the permanent work schedule of a position. The work schedule submitted

by the appointing authority shall constitute the normal work schedule for the position when approved by the Director of Personnel.

All employees in the Classified Service shall be in attendance at their work in accordance with schedules established under the provisions of this Section 14, subject to other provisions of this ordinance with respect to hours, holidays, vacation, medical leave, furloughs, sick leave, military leave, and leaves of absence with or without pay.

(a) Employees whose salaries are established in Section 2(a) or 2(b): Forty (40) hours shall constitute the average minimum required weekly hours of service in an employment cycle under regular full-time employment for all City employees paid on a bi-weekly basis occupying competitive positions in the Classified Service. The minimum daily and annual service required of such employees shall be in proportion to the average minimum weekly hours established.

Appointing authorities shall so arrange the time for reporting for work, for luncheon intermission, and for quitting work of the various employees under their jurisdiction so that the employees will actually be engaged in active performance of their duties for not less than the average minimum number of hours required.

(b) Management Employees: Appointing authorities for employees occupying full-time positions whose salaries are established in Section 2(a) of this ordinance shall initiate

procedures to see that such employees are engaged in the performance of their duties on a full-time basis. Full-time employment for any employee whose classification is denoted in the Management Schedule shall be defined as an average of forty (40) hours per week of time devoted to the duties of the position on an annual basis.

(c) Uniformed Fire Personnel: Fifty-two (52) hours shall constitute the average required weekly hours of service in an employment cycle under regular full-time employment for all employees in the Division of Fire and Fire Prevention, except that the appointing authority, with the approval of the Director of Personnel, may determine that the minimum work hours provision of Section 14(a) shall apply to employees in certain positions due to the nature of the assignment and/or scheduling requirements. The appointing authority shall so arrange the time for reporting for work and for quitting work of the various employees under the appointing authority's jurisdiction so that the employees will actually be engaged in the active performance of their duties for not less than the average number of hours required.

(d) The work period for employees whose pay is established in Section 2(d) of this ordinance is twenty-eight (28) days. The daily work period for an employee in the position of Police Probationary Officer and Police Officer is eight (8) hours which includes a thirty (30) minute meal period. The meal period is counted as working time; however, an officer unable to take a meal break will not receive additional compensation. The daily work period for an employee in the position of Police Officer Trainee is eight (8) hours. Additionally, Police

Officer Trainees shall receive a thirty (30) minute unpaid meal period that shall not be counted as part of their daily work period or work day.

SECTION 15.

OVERTIME

(a) The Department of Personnel shall determine those positions in the Classified Service of the City of St. Louis which are exempt from overtime compensation and those positions which are not exempt from overtime compensation. The overtime codes established for each class in Section 1(a) of this ordinance shall be interpreted as follows:

OVERTIME CODE (OVTM):

1 These classes are primarily managerial in nature, but may also include some professional or administrative classes that are ineligible for overtime pay under all but emergency conditions as described in Section 15(d) of this ordinance.

2 These are supervisory, professional, and administrative classes that are exempt from overtime compensation, but which the City compensates for overtime at the straight (1.0x) time rate.

3 These are non-exempt classes that receive overtime compensation at the one and one-half (1.5x) time rate.

4 These non-exempt classes work an average bi-weekly work schedule of 84 hours and, therefore, receive overtime compensation at the one and one-half (1.5x) time rate.

Appointing authorities are prohibited from changing employee work schedules to avoid the payment of overtime.

For purposes of determining overtime pay rates for non-exempt employees, the regular hourly rate of pay shall be used.

Any employee in a class which has been allocated to Overtime Code 4 (non-exempt) in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the one and one half (1.5x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle for all non-exempt (Code 4) positions in the work unit. Whenever a non-exempt (Code 4) employee works in excess of forty (40) hours in a work week, the employee will be paid at the one and one half time (1.5x) rate. The average number of scheduled hours in a bi-weekly pay

period shall not be less than eighty-four (84) for full-time employment. The regular hourly rate of pay for a non-exempt (Code 4) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Any employee in a class which has been allocated to Overtime Code 3 (non-exempt) in this ordinance shall be compensated for overtime work in accordance with the provisions of this section. Each appointing authority shall designate and submit to the Director of Personnel the official work week and schedule or work cycle for all non-exempt positions in the work unit. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment.

Whenever an Overtime Code 3 employee whose pay matrix is in Section 2(a) or 2(b), works hours in excess of the maximum established for an official work week or work cycle, usually forty (40) hours in a work week such hours shall be paid at the one and-one-half time (1.5x) rate. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Overtime Code 3 employees whose pay matrix is in Section 2(c) of this ordinance who are working a nineteen (19) day work cycle are eligible to receive overtime after one hundred forty-four (144) hours are worked in a work cycle, except that the Fire Division shall pay overtime for emergency work at the end of a shift or emergency work required on a separate, non-scheduled day, even if the total number of hours worked in the work cycle is not in excess of one hundred forty-four (144) hours. These employees shall not receive additional compensation for regularly scheduled hours in excess of one hundred forty-four (144) hours if they do not actually work more than one hundred forty-four (144) hours in the work cycle; provided however, that in addition to the actual hours worked, jury leave, vacation leave, compensatory time and "O" days shall count as hours worked for the purpose of determining eligibility for overtime compensation. Days scheduled off to reduce average work week to fifty-two (52) hours, compensatory time, vacation, “O” days, and holiday time shall be scheduled consistent with a reasonable vacation and holiday leave policy to avoid the necessity of actually working more than one hundred forty-four (144) hours during any work cycle.

Police Officer Trainees, Police Probationary Officers and Police Officers shall be paid overtime, defined as one and one-half time (1.5x) the employee’s regular standard rate of pay, for all hours worked in excess of their eight (8) hour work day or any hours worked on a scheduled day off. Only hours actually worked shall count toward overtime pay.

Police Sergeants – whose salary is established in Section 2(d) of this ordinance shall be paid overtime, as defined as one and one-half time (1.5x) the employee's regular standard rate of pay, for all hours actually worked in excess of one hundred sixty (160) hours in a twenty eight (28) day work period. In addition to hours physically worked, holidays, discretionary holidays, and sick-injured time shall count toward the 160 hour threshold during the 28 day period that must be met to earn overtime. These employees shall receive additional compensation for authorized overtime, court time, and court standby time whenever the total accumulated time exceeds forty (40) hours.

(b) Any employee in a class which has been allocated to Overtime Code 2 in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the straight (1.0x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle, which is usually forty (40) hours, for all exempt (Code 2) positions in the work unit. Whenever a full-time employee in an exempt (Code 2) position is directed by management, with the approval of the appointing authority, to work hours in excess of the maximum established for an official work week or work cycle it shall be considered overtime. In addition to the actual hours worked, only paid vacation time, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation. Straight time (1.0x) overtime shall be compensated at the employee's regular hourly rate of pay, or by granting the eligible employee compensatory time off at the rate of one (1) hour for each hour

of overtime worked. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment. The regular hourly rate of pay for an exempt (Code 2) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period.

(c) Part-time bi-weekly paid employees and employees paid on an hourly or per performance basis shall be compensated for overtime work in accordance with the overtime provisions of this section and with consideration for community practices in compensating similar employment.

(d) An appointing authority may compensate Overtime Code 1 employees at the straight-time (1.0x) rate, when both of the following conditions exist: 1) the Mayor of the City of St. Louis declares an emergency due to serious and protracted conditions which threaten continuous City Service, preservation of public peace, health, or safety, and 2) the appointing authority directs an employee or group of employees to work in excess of forty (40) hours per week. The appointing authority shall maintain attendance records of the assignment(s) and submit such records at the request of the Director of Personnel.

(e) Employees who wish to use compensatory time earned in lieu of pay must make their request in writing at least twenty-four (24) hours in advance of the day or days requested. The

appointing authority shall keep in mind the staffing needs of the department when granting time off, but in any case time off will not be unreasonably denied.

Pay shall be the regular method of compensation for recorded overtime hours of work for employees in classes with Overtime Code 3 and Overtime Code 4. However, an appointing authority shall compensate a non-exempt bi-weekly paid employee for overtime work by granting the employee compensatory time off in lieu of pay only if the employee requests compensatory time, in writing.

Employees engaged in public safety, emergency response or seasonal activity as defined by the Director of Personnel may have a maximum balance of two hundred forty (240) hours of compensatory time; except that Police Officer Trainees, Police Probationary Officers, Police Officers, and Police Sergeants shall only be allowed to accumulate up to forty (40) hours of compensatory time. All other employees are allowed a maximum balance of one hundred twenty (120) hours of compensatory time excluding compensatory time earned for working on a holiday. These maximum balances of compensatory time shall apply to employees working an average work week of forty (40) hours; the maximum balance of compensatory time for employees whose average work week is more or less than forty (40) hours shall be proportionate. No provision of this section establishing a maximum balance of compensatory time shall serve to cancel any compensatory time due to an employee or to deny an employee

payment for recorded compensatory time earned in accordance with the provisions of the compensation ordinance in effect at the time the compensatory time was earned.

Each appointing authority shall establish procedures to assure that non-exempt employees are promptly granted time off when such employees request to use their earned compensatory time. Appointing authorities may not deny non-exempt employees' requests for earned compensatory time off except when such approval would create an extreme business hardship. For employees occupying the position of Police Officer Trainee, Probationary Police Officer, and Police Officer compensatory time may be used at such times and in such blocks as are mutually agreed upon between the supervisor and the employee and it shall not be unreasonably denied by the supervisor if operating requirements will not be adversely effected. When an appointing authority determines that the work schedule of the organization will not permit the granting of such time off, the appointing authority shall pay the employee in that same pay period for all or a portion equivalent to the time requested of the employee's accrued compensatory time. This provision requiring the prompt granting of requested time off applies only to compensatory time that is earned as a result of the employee working overtime; it does not apply to compensatory time earned as a result of an incentive program or bonus award program.

Compensatory time earned by exempt employees shall be granted at the discretion of the appointing authority and upon request of the employee.

(f) Before an employee is transferred, promoted or demoted from a position under one appointing authority to a position under another appointing authority or to another unit with a different appropriation, all compensatory time shall be granted or paid. Upon termination all compensatory time shall be paid. Upon the death of an employee, the person or persons entitled by law to receive any compensation due to the employee shall be paid any amount due to the employee on the date of death.

(g) All departments shall keep daily attendance records of classified employees and shall submit periodic reports of: 1) unexcused absences and leaves; 2) overtime earned, granted, and paid; or 3) the non-occurrence of same to the Director of Personnel in the form and on the dates specified.

SECTION 16.

HOLIDAYS

(a) Classified employees working full-time who are paid a bi-weekly rate shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following designated holidays:

DATE	**HOLIDAY**

January 1	New Years Day
Third Monday in January	Rev. Martin Luther King Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

In addition to the above enumerated designated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay as established by this Section 16 on any day or partial day the Mayor declares by proclamation the closing of City offices.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) or 2(b) of this compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight

(8) hours a day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St. Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) In addition to the above ten (10) designated holidays, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013 shall receive five (5) personal (discretionary) holidays which shall be scheduled in accordance with department policies; Police Division civilian employees hired on or after September 1, 2013 shall receive no personal (discretionary) holidays.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners

immediately prior to September 1, 2013 will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1
Last Monday in May
July 4
First Monday in September
Fourth Thursday in November
December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013 who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(c) In addition to the above ten (10) designated holidays, employees in Section 2(d) shall receive an additional five (5) personal holidays which shall be scheduled in accordance with Police Division policies.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance and Police Officer Trainees, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(d) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of Personnel. When full-time employees, whose pay is established in Section 2(a) or 2(b) of this compensation ordinance, excluding employees of the Police Division, are required to work on

a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift. When full time bi-weekly rate employees of the Police Division whose pay is established in 2(a), 2(b) or 2(d) are required to work on a holiday, they shall be entitled to leave with pay on another date designated by the appointing authority in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.

Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

Employees of the EMS Service, whose positions are classified as EMS Dispatcher, EMS Lead Dispatcher, EMT, Paramedic, or Paramedic Crew Chief, will be compensated with pay in lieu of compensatory time for all holidays and receive twelve (12) hours of personal day leave.

If an employee is docked from the payroll for one hour or more on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday, or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly rate employees shall be compensated for holidays in proportion to the percentage of time they are regularly scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation, except as otherwise provided in this ordinance.

In the event that the holiday schedule established in this Section 16 is revised, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Federal law or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be designed to treat employees in the same manner who work substantially equivalent work schedules.

Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 3 shall be entitled to one hundred twenty (120) hours of compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 1 or 2 shall be entitled to one hundred four (104) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year.

Because of the necessity of maintaining the work schedule of such employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for such employees who are regularly required to work on holidays. Such procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(c) of this ordinance shall receive five (5) days of paid leave which shall be referred to as "O" Days.

SECTION 17.

VACATION

Vacation leave with pay shall be granted to employees paid a bi-weekly rate in permanent competitive positions working fifty percent (50%) time or more. There shall be no advancement of paid vacation leave. The Director of Personnel may establish additional guidelines and policies to govern the administration of vacation leave benefits in the Classified Service.

(a) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date before April 23, 1989 as follows. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)		PAY ESTABLISHED IN SECTION 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	5	130	3	78
5 but less than 10 years	6	156	5	130
10 but less than 15 years	7	182	6	156
15 but less than 20 years	8	208	7	182
20 or more years	9	234	8	208

Employees employed before July 18, 2010 whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(b) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date on or after April 23, 1989 as follows. This excludes all

civilian employees who were employed by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

Employees employed before July 18, 2010 whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(c) Employees employed on or after July 18, 2010 will not have the 40 hours added to their vacation balance upon completion of five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service.

(d) Employees whose pay is established in Section 2(a) or 2(b) employed by the Board of Police Commissioners immediately prior to September 1, 2013, employed by the City on September 1, 2013 and continuously employed by the City shall accrue vacation hours as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(e) Police Division employees whose pay is established in Section 2(a) or 2(b) who were hired on or after September 1, 2013 shall accrue vacation hours as listed below:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182
20 or more years	8	208

(f) Employees whose pay is established in Section 2(d) of this ordinance and employees whose pay is established in Section 2(a) or 2(b) and were employed by the Board of Police Commissioners immediately prior to September 1, 2013 and remain so employed shall earn vacation time in accordance with the following schedule on employment anniversary dates as follows:

PAY ESTABLISHED

IN SECTION

2(a) or 2(b) or 2(d)

Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(1) For employees whose pay is established in Section 2(d), forty (40) hours of vacation leave may be taken in one (1) hour increments.

(2) Vacation time is accrued on a bi-weekly basis. No employee will be entitled to or allowed to take any vacation until ninety (90) days of continuous employment from the date of employment.

(g) All references in this ordinance, except as otherwise noted, to accrual rates, additions to, and accrual maximums for vacation are for employees working a scheduled work week of forty (40) hours. Vacation rates, additions and maximums shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. When an eligible employee's scheduled work week is changed, the employee's rate of accrual shall be

changed proportionately. All references in this ordinance to cumulative service for vacation shall mean cumulative service without a break in service of more than one year, except as provided otherwise in this ordinance. No employee who works less than fifty percent (50%) time or who is serving in a limited-term position shall be eligible to accrue vacation.

(h) (1) The maximum vacation balance for those working an average work week of forty (40) hours shall be six hundred (600) hours, except by written request of an appointing authority and with prior approval of the Director of Personnel. Vacation accrual maximums for those working more or less than forty (40) hours per week, but at least fifty percent (50%) time shall be proportionate to the number of hours worked in a bi-weekly pay period.

(2) When an employee's full-time average work week is changed, the maximum vacation balance shall be changed proportionately. In addition, the employee shall have his/her current vacation balance adjusted so that the vacation shall maintain the same position relative to the new maximum balance as existed with the employee's previous maximum balance.

(3) Accrual of vacation shall cease when an employee accumulates the maximum vacation balance established for the assigned work schedule and shall not resume until the vacation balance is less than the maximum amount.

(i) Accrual of vacation shall begin and be credited upon the first bi-weekly pay period and each pay period thereafter but employees must complete the entire pay period to accrue the vacation leave at the end of said pay period:

(1) of appointment;

(2) of return to duty from leave of absence;

(3) of restoration to employment of one-half (50%) time or more.

Vacation leave shall be granted in whole hour units. On termination of service, any fractional hour shall be made whole. The accrual of vacation leave shall cease at the employee's last day at work.

(j) Appointing authorities shall be responsible for establishing all vacation leave schedules, but may not discipline employees by imposing unusual vacation schedules. Vacation shall be granted to the employee as provided by this ordinance in one of the following ways:

(1) When the employee requests vacation leave in accordance with departmental policies;

(2) When directed to take paid time off by the appointing authority;

(3) When an employee is terminated or resigns from the Classified Service;

(4) When an employee whose salary is established in Sections 2(a), 2(b), 2(c) or 2(d) reaches the established maximum accrual and would cease accruing vacation, and notifies the appointing authority in writing of his/her intention to schedule vacation. Such notice shall be at least seven (7) days prior to the first work day the employee intends to take off. If the appointing authority fails to establish a different vacation schedule, the employee may take the paid leave, which was proposed in writing.

(5) With the approval of the appointing authority, an employee may request and receive payment from the appointing authority for forty (40) hours of vacation accrual in lieu of scheduling paid leave provided that the full vacation allowance for that year is not exceeded. This may be done a maximum of once in each calendar year. Management employees may request payment from the appointing authority for up to an additional forty (40) hours of their vacation accrual balances in lieu of scheduling paid leave if their schedules do not permit them to be absent from work. Employees whose pay is established in Section 2(c) of this ordinance may request payment for up to ninety-six (96) hours of vacation. These requests are subject to the prior approval of the Director of Personnel.

(k) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed six (6) months of continuous service. When employment is terminated before completing twelve (12) months of continuous service, any previously granted vacation leave shall be deducted from the employee's final pay. When the service of an employee is terminated after twelve (12) months of continuous service, any accumulated vacation that is due the employee shall be paid.

(l) Employees who separate from the Classified Service, who are certified from a reemployment list, and who return to the Classified Service within twenty-four (24) months of the separation, will be given credit for prior continuous service in determining the vacation accrual rate in accordance with Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the date of the employee's original appointment.

(m) Employees who move to the Classified Service from the Unclassified Service shall be given credit for the years of service in the Unclassified Service in determining the vacation accrual rate in accordance with Section 17(a) or 17(b) of this ordinance and based on the date of the employee's original appointment.

(n) Employees who return to work from a "reemployment from layoff" eligible list shall be eligible to use vacation as soon as it is accrued, unless stated otherwise in this ordinance,

provided the employee has completed six (6) months of continuous service prior to the layoff and with approval of the appointing authority. An employee who has completed less than six (6) months of continuous service will be required to complete the remaining portion of the six (6) months period before being eligible to use vacation.

Any such reemployed worker shall be given credit for prior continuous service in determining the employee's vacation accrual rate in accordance with the schedule established in Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the employee's original appointment. A Commissioned Officer who retires and is rehired as a civilian employee will be considered a new employee for vacation purposes.

(o) Appointing authorities shall be responsible for the management of their vacation schedules so as to most effectively administer their organizations and fulfill the desire of employees in the establishment of leave schedules.

(p) Accrued vacation shall be carried with an employee when transferred, promoted, or demoted from a position under one appointing authority to a position under another appointing authority without a break in service or change in method of pay. Upon the death of an employee, the person or persons entitled by law to receive any compensation due the employee shall be paid the amount due the employee for accrued vacation.

(q) With the approval of the appointing authority, a retiring employee may be paid on the payroll for accrued vacation in the month prior to retirement without inclusion in the employee's final average compensation. An appointing authority may pay previously accrued vacation off in a lump sum to an employee whose service with the City has terminated. Such payment shall be made on the employee's last regular paycheck.

(r) Employees occupying excepted positions in the Classified Service shall be granted vacation at the discretion of their appointing authority. An employee whose term in an excepted position ends and who is then appointed to a permanent competitive position working fifty percent (50%) time or more shall become eligible to accrue vacation leave with pay upon appointment to the competitive position. Length of cumulative service for the purpose of determining rate of vacation leave accrual shall be based on the employee's original date of appointment to the excepted position, providing there was no break in service between expiration of the excepted position and appointment to the permanent competitive position. The date of appointment to the permanent competitive position shall be used to determine the appropriate rate of vacation accrual for the corresponding length of cumulative service in accordance with the schedule established in Section 17(b).

(s) Appointing authorities shall report leave with pay for vacation and such other authorized absences as the Director of Personnel shall designate to the Department of Personnel in such form and at such time as the Director of Personnel may require.

SECTION 18.

SICK LEAVE

(a) Employees (non-Police Division employees) ceased accruing sick leave beginning July 18, 2010. Employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to September 1, 2013, employed by the City on September 1, 2013 and continuously employed by the City ceased accruing sick leave on June 30, 2014. An employee may choose to use his/her sick leave in accordance with regulations established by the Director of Personnel.

(b) An active employee who is a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis, and who applies for retirement and immediately retires from active service, shall receive payment for his/her sick leave balance less any sick leave credited or paid to a member or used in the calculation of retirement benefits under this or any other ordinance(s). If the Employees Retirement System or Firemen's Retirement System provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be limited to a maximum of fifty percent (50%) of the value of the employee's sick leave balance. If the Employees Retirement System of the City of St. Louis provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be fifty percent (50%) of the value of the employee's sick leave balance at time of retirement.

(c) If a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis who had been otherwise eligible for Normal or Early Service Retirement dies his/her estate may receive payment based on the calculation above on the employee's sick leave balance, if any. Payment shall be made in accordance with the procedures established by the Director of Personnel.

(d) An employee who is reemployed from an authorized layoff shall have his/her prior sick leave balance if any restored, provided this balance has not be used in the determination of pension benefits paid to the retiree.

(e) Commissioned officers will be granted sick leave at the rate of 3.70 hours bi-weekly. In addition, military reinstatements will be credited, on the date of their reinstatement, with the number of sick leave credits accumulated prior to entering the military. Officers hired prior to April 20, 2011 may earn and bank sick leave hours on an unlimited basis until termination from the Division.

(f) Commissioned officers hired prior to April 20, 2011 with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Officers hired prior to April 20, 2011 who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation

for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other officers hired prior to April 20, 2011 terminating their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(g) Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners prior to April 20, 2011 and continuously employed by the City with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners hired prior to April 20, 2011 and continuously employed by the City who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to April 20, 2011 and continuously employed by the City who terminate their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(h) All Commissioned officers, excluding Police Officer Trainees, shall accumulate sick bonus time.

(i) There shall be no advancement of paid sick leave. Sick leave shall be paid at full pay at the current rate of compensation.

SECTION 19.

MEDICAL LEAVE

(a) Medical leave with pay shall be granted to bi-weekly rate employees in permanent competitive positions working fifty percent (50%) time or more in accordance with regulations and procedures established by the Director of Personnel.

(1) All employees, unless otherwise stated in this ordinance, shall accrue three (3) hours of medical leave for each bi-weekly pay period of employment but must complete the entire pay period to accrue the medical leave at the end of said pay period. This accrual rate is established for employees working an average work week of forty (40) hours. Medical leave shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. An eligible employee may be granted paid medical leave by his/her appointing authority after completing twenty-six (26) weeks of continuous service.

(2) Employees in Section 2(a) or 2(b) hired by the Police Division on or after September 1, 2013 shall accrue medical leave as stated above in Section 19(a)(1).

(3) Employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013 shall be entitled to all of the sick and medical leave accrued during such employment. Subject to the provisions of Section 19(a), medical leave with pay shall be granted at the rate of 3.70 hours bi-weekly to employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013, employed by the City and continuously employed by the City on September 1, 2013.

(b) The Director of Personnel may establish a system of cash awards, paid time off or other incentives to reward employees for perfect and near perfect attendance.

(c) An appointing authority shall remove an employee from the payroll for unexcused absence in accordance with regulations and procedures established by the Director of Personnel. When an employee is docked from the payroll under the provisions of this section, the amount deducted from his/her regular bi-weekly rate of pay shall be one times (1.0x) the regular hourly rate as defined in this ordinance for each hour of unexcused absence. If an employee is docked from the payroll for one (1) hour or more in a bi-weekly pay period, he/she will cease to accrue medical leave for the pay period.

(d) If management decides to send their employees or a group of employees home due to inclement weather, they will not lose their medical leave accrual for that pay period.

(e) All leave with or without pay for illness, injury, or physical inability to perform assigned duties shall be recorded on the payroll or a subsidiary document in the manner established by the Director of Personnel. Compensation for periods of absence from work when an employee sustains an injury by accident on the job shall be governed by the provisions of Section 24 (Workers' Compensation and Disability Leave) of this ordinance.

(f) An employee who is reemployed from an authorized layoff shall have his/her prior medical leave balance and sick leave balance restored if any, provided any sick leave balance has not been credited to the employee's length of service in determining pension benefits paid to the retiree. An employee who is reemployed from an authorized layoff and who has a medical and/or sick leave balance and who completed twenty-six (26) weeks of continuous employment prior to the layoff may take approved medical and/or sick leave upon reemployment.

(g) Each appointing authority shall institute procedures, in accordance with regulations established by the Director of Personnel that will discourage the improper use of medical leave with pay. When an employee is removed from the payroll for absence not approved by the appointing authority, the employee shall be notified promptly in writing.

(h) Employees shall not receive payment for any medical leave balance and it shall not be used in the calculation of retirement benefits or payments under this ordinance or any other ordinance.

(i) There shall be no advancement of medical leave.

SECTION 20.

MILITARY LEAVE

The City of St. Louis will follow all applicable state and federal laws on the granting of military leave and reemployment rights.

Each employee is required to give advance notice (at least 30 days prior to departure when feasible), preferably in writing, of service obligation or intention to perform services in the uniformed services, unless such notice is prevented by military necessity, as determined by a designated authority, or impossible or unreasonable under all of the circumstances.

Upon the expiration of military leave of absence, the employee shall be reinstated to the class of position he/she occupied at the time the leave was granted without breaking continuity of service. Failure of an employee to report for duty within the time pursuant to state or federal

law shall be just cause for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee upon his/her return.

Full-time, permanent employees paid a bi-weekly rate of pay who are called to active duty as a member of the National Guard or any reserve component of the Armed Forces of the United States and who are placed on a military leave of absence will be granted compensation in the amount to offset the difference between the employee's gross bi-weekly pay with the City and his/her total military pay plus allowances if such military pay and allowances is less than the employee's regular gross bi-weekly rate of pay and subject to submission of documentation as required by the Director of Personnel.

SECTION 21.

LEAVES OF ABSENCE AND FAMILY/MEDICAL LEAVE

An employee may request a leave of absence, or an appointing authority may request a leave of absence for an employee, for any reason under the City's general leave policy, or a "Family/Medical Leave of Absence" for certain qualifying reasons under provisions of "The Family and Medical Leave Act of 1993" as provided in this ordinance and under additional provisions and regulations as determined by the Director of Personnel.

(a) An appointing authority, with the approval of the Director of Personnel, may grant an employee in a competitive position a general leave of absence without pay for a period of one year, which may be extended, with the prior approval of the Director of Personnel.

Upon the expiration of such leave of absence, the employee shall be reinstated to the competitive position he/she occupied at the time the leave was granted provided the position is still in existence and he/she is able to perform the duties of the position. The employee shall be reinstated to the competitive position at the same relative rate in the salary range the employee occupied at the time the leave was initiated. Failure of an employee to report for duty promptly at the expiration of the leave shall be just cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee on leave other than military leave or qualifying family/medical leave may be notified by the appointing authority, with the approval of the Director of Personnel, to return prior to the expiration of such leave. Failure of the employee to return within ten (10) calendar days after receipt of such notice shall terminate his/her leave of absence and be just cause for dismissal, subject to any applicable federal, state or local regulations.

(b) The City of St. Louis will follow all applicable state and federal laws on the granting of family/medical leave.

The Director of Personnel shall establish additional rules, guidelines and procedures for the effective administration of the City's "Family/Medical Leave Policy." The policy shall comply with all provisions of the "Family/Medical Leave Act of 1993" and any amendments thereafter.

Employees must take all of their accrued time (sick leave, medical leave, vacation leave) prior to being placed on leave without pay status for approved Family and Medical Leave, except employees can keep one (1) week of vacation hours (if they have accrued one (1) week of vacation and are eligible to take them). Employees will be allowed to use all their compensatory time, if requested by employee.

(c) Any employee in a competitive position who is appointed to an excepted position in the Classified Service shall be granted an in-service leave without pay from the competitive position during the term to which he/she is appointed to the excepted position. Such leave shall be for the term of the appointment to the excepted position and until his/her successor qualifies. Upon the expiration of the appointment to the excepted position, the employee shall be reinstated to the competitive position he/she occupied immediately prior to the in-service leave. The employee shall be reinstated to the competitive position as under a temporary promotion pursuant to Section 6(a)(2) of this ordinance. Employees who are returned to a competitive position shall retain any vacation, compensatory time, sick leave, or medical leave balance in effect at the time of granting of the leave of absence for appointment to the excepted position.

Employees shall be given credit for time spent in an excepted appointment in computing eligibility for additional vacation leave accrual.

(d) In the event that emergency conditions occur which require the closing of City-operated facilities or the temporary cessation of functions carried out by classified employees, the Mayor of the City of St. Louis may declare an emergency and require an employee or group of employees to take leaves of absence with or without pay while such emergency conditions exist. In the event that the Mayor requires that the leave of absence be without pay, an employee with vacation or accrued compensatory time may elect to take the accrued time off with pay in lieu of all or a part of such non-paid leave of absence. Such non-paid leave of absence shall not interrupt continuity of service for vacation accrual. An emergency leave of absence declared by the Mayor shall not exceed ninety (90) days.

(e) Employees who are granted general leaves of absence and other non-paid leaves of absence, except military leave, must take all accrued vacation at the start of the leave of absence except as otherwise provided in this ordinance. Employees who are granted or placed on a non-paid leave of absence will not accrue vacation, sick leave, and medical leave during the period of non-paid leave. Upon the expiration of such leaves of absence, the employee shall follow the procedures as established in this Section 21 and any other applicable regulations and procedures as established by the Director of Personnel.

(f) An appointing authority, with the prior approval of the Director of Personnel, may put an employee on a forced leave of absence with or without pay pending the outcome of an investigation or of a pending disciplinary action against the employee. Employees being placed on forced leave may elect to be placed on either vacation leave or compensatory time.

(g) In the event that a fiscal crisis occurs in the City of St. Louis, employees may request voluntary furloughs. The Director of Personnel may issue regulations to govern the furlough program.

SECTION 22.

INSURANCE BENEFITS

The City of St. Louis is hereby authorized to devise and establish by contract or otherwise plans for life, health, medical, disability, and other insurance coverage deemed necessary for employees in the Classified Service and other employees for the City and their dependents. The Director of Personnel shall develop and administer programs to provide for such coverage. The Director of Personnel shall confer with the Board of Estimate and Apportionment by February 1st of each year regarding coverage plans and the appropriate funding level. The Director shall then be charged with the responsibility of establishing the applicable funding level and remittance rates for the aforementioned plans and certify same to

the Comptroller and Budget Director by March 1st of each year. The Director of Personnel may amend said rates as needed.

SECTION 23.

DEATH BENEFIT

In the event any employee of the City whose pay is established by this ordinance dies as a result of injuries arising out of and in the course of his/her employment by the City, the City shall pay compensation in accordance with the Missouri Workers' Compensation Law. The Director of Personnel and the City Counselor shall establish procedures for making the payments required by the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made. Such compensation shall be in addition to any life insurance benefits paid for by the City or by the employee which is available to the employee's beneficiaries and also in addition to any benefit provided by the Employees Retirement System of the City of St. Louis, the Firemen's Retirement System of the City of St. Louis, or the Firefighters Retirement Plan.

SECTION 24.

WORKERS' COMPENSATION AND DISABILITY LEAVE

(a) Any employee in the Classified Service whose class title and grade are established in Section 1(a) and denoted by the suffix "G," "M," "T" or "E" of this ordinance, including employees who are compensated on a per performance or unit of work basis, who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where an employee's duties are being performed or where an employee's presence is required as part of his/her employment, shall promptly report such injury by accident or occupational disease to his/her immediate supervisor. The supervisor shall in turn report, through the appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. The appointing authority shall promptly provide such written information and recommendations as may be requested by the City Counselor to aid in making the determination of the period of disability.

The employee who suffers a personal injury as described in part (a) of this section, and which results in temporary disability, may elect to use sick or medical leave for the first three (3) days of temporary disability. Thereafter, the employee will be compensated at the rate mandated by the Missouri Workers' Compensation Law. If the period of disability extends fourteen (14) calendar days or more, the three (3) days of sick or medical leave used during the first three (3) days of disability will be restored to the employee's sick or medical leave balance. The City Counselor shall determine the actual amount of compensation and length of time during which payments are made for such temporary disability in accordance with the Missouri Workers' Compensation Law.

(b) (1) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease while engaged in actual fire suppression, or related emergency response activities on or about the premises where these activities are being performed, or during transportation to and from the scene of the fire, or emergency, shall promptly report such injury to his/her immediate supervisor. The injury shall be promptly reported through appropriate management personnel to the Director of Personnel and the City Counselor. During the period of temporary disability which has been determined by the City Counselor to be a result of an injury by accident or occupational disease as defined above, the employee may be continued on the payroll at the regular bi-weekly rate less any amount the employee would otherwise pay in taxes on that portion of the benefit found to be exempt from taxation under the Missouri Workers' Compensation Law, or the federal tax code. Disability leave may also be granted when an employee suffers injury as a result of participation in Training Simulation of an exceptional and highly dangerous nature wherein the appointing authority or the Director of the Department of Public Safety has gained the approval of the Director of Personnel prior to such Training Simulation.

(2) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of

employment while engaged in or about the premises where his/her duties are being performed, except as otherwise provided in Section 25(b)(1) above shall likewise, promptly report such injury to his/her immediate supervisor, who shall report, through his/her appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. During any such period of temporary disability, the employee shall be entitled to workers' compensation benefits as prescribed by State Law.

(3) Employees in the competitive service whose pay is established in Section 2(d) of this ordinance who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies. Employees in the competitive service whose pay is established in Section 2(a) or 2(b) of this ordinance and who were employed by the Board of Police Commissioners and who remain employed by the Police Division who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies.

(c) The City Counselor, the Director of Personnel, or the appointing authority may require an employee to undergo a physical examination and medical or surgical treatment at the expense of the City to diagnose and treat injuries or illnesses arising out of employment.

(d) The City Counselor and the Comptroller shall establish procedures for paying compensation to employees or former employees who are permanently disabled and due compensation under the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made.

(e) The City Counselor and the Director of Personnel shall be responsible for the administration of the provisions of this Section and shall establish and publish procedural regulations for the administration of the program. Each appointing authority shall establish procedures to comply with the provisions of this section and established regulations.

SECTION 25.

JURY AND WITNESS LEAVE

(a) Jury leave with pay shall be granted to bi-weekly rate employees working fifty percent (50%) time or more for such time when such employees are serving as jurors pursuant to order of the St. Louis Circuit Court or United States District Court in St. Louis. Any bi-weekly rate employee, when so summoned for jury service, shall report such fact within seventy-two (72) hours to his/her appointing authority and display to the appointing authority the summons which the employee has received and shall give the appointing authority in writing the date and the time of such jury service. No bi-weekly rate employee shall receive any compensation from the Jury Commissioner or the United States District Court system for jury service for days the

employee receives compensation from the City. A bi-weekly rate employee may keep the jury stipend for days when the employee receives no compensation from the City (off days, docks, leaves, etc.). Upon being discharged from serving as a juror by the Court or Jury Commissioner, the employee shall forthwith report to his/her appointing authority if discharged during their normally scheduled work hours and shall submit to his/her appointing authority a written statement from the Jury Commissioner certifying that the employee has served as a juror and the time and date so served. The appointing authority shall, upon receipt of the statement of jury service, credit the employee with paid jury leave for such service.

(b) Leave with pay shall be granted to bi-weekly rate employees for such time when the employee's presence is required by the prosecutor in a criminal proceeding or grand jury procedure, a trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-weekly rate employee, when so subpoenaed as a prosecution witness or whose presence is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72) hours to his/her appointing authority and shall give the appointing authority in writing the date and time his/her presence is required for such criminal prosecution. Each appointing authority shall establish controls to assure that any paid leave is actually required by the prosecuting authority. An appointing authority may require an employee to furnish satisfactory evidence of being required to be off the job and that all time off was in connection with the prosecution of the case. This procedure shall apply for employee participation in criminal prosecution in State or Federal Courts.

SECTION 26.

DEFERRED COMPENSATION

(a) Authority is hereby granted for the establishment of a deferred compensation plan for the City of St. Louis.

(b) In accordance with the regulations applicable to the plan, as set out herein, the Comptroller is authorized to enter into an agreement with eligible participants, whereby said participants may designate a portion of their future earnings to be deducted by the City and placed in a fund to be designated "City of St. Louis Deferred Compensation Plan Fund" for the purpose of providing tax deferred benefits to the participants upon retirement.

(c) The Board of Estimate and Apportionment is hereby authorized to establish or select a specific plan or plans in accordance with the requirements set out in this ordinance. In establishing the plan, the Board of Estimate and Apportionment may elect to retain outside parties to provide administrative and/or investment services after following competitive bidding procedures. The Board of Estimate and Apportionment is authorized, after analyzing the various competitive bids submitted in accordance with the requirements of this ordinance, to select the plan or plans it determines to meet the requirements established as a part of the competitive bidding procedures and to be in the best interest of the participants. No investment

plan shall be considered unless offered by a duly licensed resident agent representing a company duly licensed and authorized by the State of Missouri and other applicable federal regulatory agencies to offer such insurance or investment programs.

In the event Federal or State legislation is changed in a manner affecting and/or relating to any of the aforementioned Deferred Compensation provisions contained in this Section, the Board of Estimate and Apportionment of the City of St. Louis may amend the deferred compensation plan accordingly and may execute any and all documents necessary to achieve and effectuate the recommended changes.

SECTION 27.

RETIREMENT

The following provisions shall apply to the Employees Retirement System:

(a) "Final Average Compensation" is equal to one-half of the sum of (1) and (2) below:

(1) The annual compensation received by a member for the two (2) consecutive years of creditable service in which the highest compensation was received preceding the termination of his/her employment, and

(2) The balance of a member's sick leave on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for and/or calculation of retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(b) If a member has less than two (2) consecutive years of creditable service his/her final average compensation shall be equal to the sum of (1) and (2) below, divided by (3) below and then multiplied by (4) below:

(1) The sum of monthly compensation received by the member for each consecutive month of creditable service immediately preceding the termination of his/her employment;

(2) The balance of a member's sick leave pay on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(3) The number of consecutive months of creditable service immediately preceding the termination of his/her employment, and

(4) Twelve (12).

The years of creditable service of a member shall be the number of years and completed full calendar months of service during which he/she receives compensation from the first day of the calendar month following the date of the beginning of each employment with an employer until his/her employment is terminated, subject to the provisions of this section. The years of creditable service of an employee (as that term is defined in Subsection 11 of Section Four of Ordinance 66511) hired after the operative date (as that term is defined in Subsection 18 of Section Four of Ordinance 66511) who had attained the age of sixty (60) years at initial employment shall be the number of years and completed months of service during which he/she receives compensation from October 1, 1988, and hereafter, from the first day on or after October 1, 1988, of the beginning of each employment with an employer until his/her employment is terminated. No creditable service shall be granted for any period of employment before October 1, 1988, after the calendar month in which the member attains age seventy (70). No creditable service for prior employment shall be granted an employee who becomes a member after April 1, 1960, unless he/she was employed by an employer on April 1, 1960.

A member's accrued sick leave balance less the sum of (a), (b) and (c) below shall be considered as additional creditable service for calculation of retirement benefits under any provision of this Ordinance 66511, as amended:

(a) Sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, and

(b) Sick leave hours paid to the member upon termination of his/her employment, and

(c) Sick leave hours used in determining final average compensation.

SECTION 28.

SEVERABILITY

The sections of this ordinance shall be severable. In the event that any section of this ordinance is found by a court of competent jurisdiction to be invalid, the remaining sections of this ordinance are valid, unless the court finds the valid sections of the ordinance are so essential and inseparably connected with and dependent upon the void section that it cannot be presumed that the Board of Aldermen would have enacted the valid sections without the void ones, or unless the court finds that the valid sections standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION 29.

REPEAL OF PREVIOUS ORDINANCES

Ordinance 70791 and all other ordinances or amendments, or parts thereof conflicting with the provisions of this ordinance are hereby repealed.

SECTION 30.

EMERGENCY CLAUSE

This ordinance being deemed necessary for the immediate preservation of the public peace, health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.

INDEX TO COMPENSATION ORDINANCE

This index is for general reference purposes and may not reference all provisions of this ordinance. For complete scope refer to specific provisions of this ordinance.

SECTION(S)

Alphabetical List of Classes 1

Attendance Record 14, 15

Changes to Classification Plan 11

Codes for Classes 1
Compensatory Time 15, 16
For Overtime 15
In Lieu of Holiday 16
Maximum Balance 15
Continuous Service 7, 17
For Salary Increase 7
For Vacation 17
Conversion to New Pay Schedule 9
Death Benefit 23
Deferred Compensation 26
Disability Leave 24
Education Reimbursement 3
Employment Cycle 15
Employment Schedule 15
Holidays 16
Employees Excluded ..... 2(j), 16
Hours of Work 14
Incentive and Award Program ..... 2(o)
Insurance Benefits 22
Jury Leave 25

Leaves of Absence 21
Emergency.....21(d)
Excepted Positions, Coverage of .....21(c)
Family/Medical 21
Forced..... 21(f)
Interruption of Continuous Service.....7(b)
Medical Leave..... 19
Military Leave..... 20
Minimum Hours of Work 14
Moving Expenses.....2(m)
Overtime (OVTM) 1, 15
Pay
Advanced Skills .....2(p)
Bi-Weekly Schedules..... 2
Commuting Allowance .....2(h)
Contingency Assignment Differential.....2(t)(1)
Continuous Service for Increase 7
Decreases..... 7
Demotion..... 6
Elected Officials.....2(e)
Excepted Positions ..... 7(f)

Fire Division ..... 2(c)
Foreign Language ..... 2(o)(2)
Hiring Incentive ..... 2(n)
Holiday 16
Hourly Rates ..... 2(j)
Income Sources 8
Within Range and Exceptional Performance Increases 7
On-Call Rates ..... 2(l)
Overtime 15
Per Performance Rates ..... 2(j)
Police Division ..... 2(d)
Promotion 6
Reallocation 6
Recruitment Rate 5
Reemployment Rate 5
Retention ..... 7(j)
Salary Range Limitations 4
Starting Salaries 5
Shift Differential ..... 2(f)
Stipends for Board and Commission Members ..... 2(i)
Temporary Assignment Differential ..... 2(t)(2)

Time Lines for Payment 10
Trainee Rates ..... 2(k)
Transfer 6
Units of Work ..... 2(j)
Vehicle Maintenance and Use Allowance ..... 2(u)
Weekend Differential ..... 2(g)
Payroll 12, 13
Relocation ..... 2(m)
Retirement 27
Severability 28
Sick Leave 18
Employees Excluded ..... 2(j)
Suggestion Program ..... 2(o)(4)
Tool Allowance ..... 2(s)
Vacation 17
Employees Excluded ..... 2(j), 17
Uniform Allowance ..... 2(r)
Workers' Compensation 24

Approved:

ORDINANCE 70791

BOARD BILL NO. 68AA INTRODUCED BY: ALDERWOMAN SHARON TYUS ALDERMAN FRANK WILLIAMSON, ALDERMAN SHANE COHN, ALDERMAN LARRY ARNOWITZ, ALDERMAN JOHN J. COATAR, ALDERWOMAN MEGAN E. GREEN, ALDERMAN JOE VACCARO

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; repealing Ordinance 70285; allocating certain other employees to a grade with rate; and including an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the first pay period in which this ordinance is approved by the Mayor.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION 1.

ALPHABETICAL LIST OF CLASSES

(a) Beginning with the effective date of this ordinance, the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following

section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

TITLE	CODE	GRADE/ SCHEDULE		OVTM
Abatement and Exemption Analyst	1424	15	G	3
Account Clerk I	1141	10	G	3
Account Clerk II	1142	11	G	3
Accountant I	1441	13	G	2
Accountant II	1442	14	G	2
Accounting Coordinator	1444	15	M	1
Accounting Manager	1446	17	M	1
Accounting Officer	1447	16	M	1
Accounting Supervisor	1443	15	M	1
Administrative Assistant I	1621	13	G	3
Administrative Assistant II	1622	14	G	3
Administrative Assistant III	1623	15	M	1
Administrative Assistant to the Mayor	1721	14	G	1
Air Pollution Inspector	3922	13	G	3
Airfield Maintenance Foreman	3322	14	G	3
Airfield Maintenance Supervisor	1638	15	M	2

Airfield Maintenance Worker	3324	12	G	3
Airfield Maintenance Worker (Lead)	3327	13	G	3
Airfield Operations Specialist	1631	14	G	3
Airfield Operations Specialist (Lead)	1635	15	G	3
Airfield Painter/Maintenance Worker	3247	36	T	3
Airfield Painter/Maintenance Worker (Lead)	3248	37	T	3
Airport Assistant Director Air Service and				
Business Development	1688	19	M	1
Airport Assistant Director Community Programs	1655	19	M	1
Airport Assistant Director Finance and Accounting	1651	19	M	1
Airport Assistant Director Planning and Engineering	1653	19	M	1
Airport Assistant Director/Operations & Maintenance	1634	19	M	1
Airport Building Maintenance Supervisor	1684	14	M	2
Airport Deputy Director Finance and Administration	1686	21	M	1
Airport Deputy Director Operations	1639	21	M	1
Airport Deputy Director Planning and Development	1652	21	M	1
Airport Emergency Preparedness Coordinator	1630	14	G	3
Airport Fleet Maintenance Manager	3273	16	M	1
Airport Operations Supervisor	1636	16	M	2
Airport Planning Manager	1656	18	M	1
Airport Police Captain	2145	15	M	1

1	Airport Police Chief	2147	17	M	1
2	Airport Police Lieutenant	2144	14	G	2
3	Airport Police Officer	2141	12	G	3
4	Airport Police Sergeant	2143	13	G	3
5	Airport Power Plant Manager	1687	15	M	1
6	Airport Properties Division Manager	1654	18	M	1
7	Airport Properties Inspector	4222	13	G	3
8	Airport Properties Specialist	1681	14	G	3
9	Airport Properties Supervisor	1682	15	G	3
10	Airport Risk Manager	1683	15	G	3
11	Airport Traffic Officer	2172	9	G	3
12	Animal Care and Control Officer	2113	11	G	3
13	Animal Regulation Center Supervisor	2116	14	G	3
14	Arborist	3654	15	G	1
15	Architect	4433	15	G	1
16	Architectural Manager	4434	17	M	1
17	Assessor	1439	20	M	1
18	Asset Manager	1486	19	M	1
19	Assistant Fire Chief	2235	81	F	1
20	Assistant Mechanical Maintenance Worker	3412	9	G	3
21	Attorney I	2361	15	G	1

1	Attorney II	2362	17	G	1
2	Attorney III	2363	18	G	1
3	Attorney IV	2367	20	G	1
4	Attorney Manager	2364	20	M	1
5	Audit Manager	1475	17	M	1
6	Audit Supervisor	1473	16	M	1
7	Auditor I	1471	13	G	2
8	Auditor II	1472	14	G	2
9	Battalion Fire Chief	2227	77	F	1
10	Benefits Clerk	1541	10	G	3
11	Benefits Specialist	1545	12	G	3
12	Billing Supervisor	1192	14	G	3
13	Blacksmith	3231	36	T	3
14	Budget Analyst	1461	14	G	3
15	Budget Analyst (Senior)	1462	15	G	3
16	Budget Director	1468	21	M	1
17	Building Inspection Manager I	3856	16	M	1
18	Building Inspection Manager II	3857	17	M	1
19	Building Inspection Supervisor	3855	15	G	3
20	Building Inspector I	3851	36	T	3
21	Building Inspector II	3852	37	T	3

1	Building Maintenance and Operations Supervisor	3753	14	G	3
2	Building Maintenance Worker	3411	12	G	3
3	Buyer	1223	14	G	3
4	CAD Technician	4422	12	G	3
5	Capital Improvement Project Liaison	4344	15	G	3
6	Carpenter	3211	36	T	3
7	Carpenter (Lead)	3212	37	T	3
8	Carpenter Foreman	3213	39	T	3
9	Cashier	1182	9	G	3
10	Cashier Supervisor	1184	11	G	3
11	Chemist I	3551	13	G	2
12	Chemist II	3552	14	G	2
13	Chemistry Supervisor	3553	16	G	1
14	Chief of Staff	1737	23	M	1
15	Chief Paramedic	5721	17	M	1
16	Chief Plan Examiner	4233	17	M	1
17	City Counselor	2368	22	M	1
18	City Court Administrator	1676	16	M	1
19	City Court Judge	2369	17	G	1
20	City Planning Executive	4143	19	M	1
21	City Register	1661	14	M	1

1	City Surveyor	4293	15	G	3
2	Civil Engineer I	4241	14	G	2
3	Civil Engineer II	4242	15	G	1
4	Civil Engineer III	4243	16	G	1
5	Civil Engineer III/Computer Network Coordinator	4244	16	G	1
6	Civil Engineer Supervisor	4245	16	M	1
7	Clerical Aide	1111	5	G	3
8	Clerical Supervisor	1115	13	G	3
9	Clerk I	1112	8	G	3
10	Clerk II	1113	9	G	3
11	Clerk Typist I	1121	8	G	3
12	Clerk Typist II	1122	9	G	3
13	Clerk Typist III	1123	10	G	3
14	Client Service Coordinator I	6147	13	G	3
15	Client Service Coordinator II	6148	14	G	3
16	CODIS Administrator	2541	15	G	1
17	Commissioner of Buildings	3858	20	M	1
18	Commissioner of Communications	1811	17	M	1
19	Commissioner of Community Mediation	2389	17	M	1
20	Commissioner of Corrections	2373	20	M	1
21	Commissioner of Emergency Management	2181	17	M	1

1	Commissioner of Equipment Services	3277	19	M	1
2	Commissioner of Excise	2193	17	M	1
3	Commissioner of Facilities Management	3755	19	M	1
4	Commissioner of Forestry	3644	19	M	1
5	Commissioner of Health	5688	21	M	1
6	Commissioner of Parks	3645	19	M	1
7	Commissioner of Recreation	7137	19	M	1
8	Commissioner of Refuse	3135	19	M	1
9	Commissioner of Streets	4248	19	M	1
10	Commissioner of Supply	1229	18	M	1
11	Commissioner of Traffic	4283	19	M	1
12	Commissioner of Water	4329	20	M	1
13	Commissioner of the Civilian Oversight Board	2179	17	M	1
14	Commissioner on the Disabled	6163	17	M	1
15	Communications Center Coordinator	2161	14	G	3
16	Communications Equipment Installer	1869	31	T	3
17	Communications Service Center Manager	1865	18	M	1
18	Communications Service Center Specialist I	1861	13	G	3
19	Communications Service Center Specialist II	1862	15	G	3
20	Communications Service Center Supervisor	1864	16	M	1
21	Community Development Planner I	4121	13	G	3

1	Community Development Planner II	4122	14	G	3
2	Community Development Planner III	4126	15	G	1
3	Community Development Research Analyst	4184	15	G	3
4	Community Development Specialist I	4123	13	G	3
5	Community Development Specialist II	4124	14	G	3
6	Community Development Supervisor	4127	15	M	1
7	Community Health Aide	5624	10	G	3
8	Community Program Aide	6171	10	G	3
9	Comptroller	1489	2	E	1
10	Computer Operations Supervisor	1327	13	M	1
11	Computer Operator I	1323	10	G	3
12	Computer Operator II	1324	11	G	3
13	Computer Programmer I	1331	13	G	3
14	Computer Programmer II	1332	14	G	3
15	Concrete Finisher	3283	36	T	3
16	Construction and Maintenance Manager	3759	17	M	1
17	Construction Equipment Foreman I	3328	39	T	3
18	Construction Equipment Foreman II	3329	40	T	3
19	Construction Equipment Operator I	3332	35	T	3
20	Construction Equipment Operator II	3333	36	T	3
21	Construction Project Leader	4346	15	G	3

1	Contract Compliance Officer	1662	14	G	2
2	Contract Specialist	1663	11	G	3
3	Contract Supervisor	1664	15	G	3
4	Correctional Case Worker	2337	12	G	3
5	Correctional Center Superintendent	2372	19	M	1
6	Correctional Chief of Security	2338	15	M	1
7	Correctional Classification Assistant	2333	11	G	3
8	Correctional Investigator	2339	12	G	3
9	Correctional Officer I	2331	11	G	3
10	Correctional Officer II	2332	12	G	3
11	Correctional Program Manager	2374	16	M	1
12	Correctional Shift Supervisor	2335	14	G	3
13	Correctional Training Coordinator	2381	14	G	2
14	Correctional Training Officer	2384	13	G	3
15	Correctional Unit Manager	2375	15	M	1
16	Court Room Clerk	1118	9	G	3
17	Court Room Clerk Coordinator	1119	10	G	3
18	Criminalist I	2544	13	G	3
19	Criminalist II	2545	14	G	3
20	Criminalist Supervisor	2546	16	M	1
21	Cultural Resources Director	1674	18	M	1

1	Custodian	3711	6	G	3
2	Custodian (Lead)	3712	7	G	3
3	Customer Service Manager	1726	16	M	1
4	Customer Service Representative I	1116	10	G	3
5	Customer Service Representative II	1117	11	G	3
6	Customer Service Supervisor	1185	13	M	2
7	Data Entry Operator	1312	8	G	3
8	Data Entry Supervisor	1315	11	G	3
9	Data Processing Manager	1365	18	M	1
10	Deputy Airport Police Chief	2146	16	M	1
11	Deputy Assessor	1435	18	M	1
12	Deputy Budget Director	1467	17	M	1
13	Deputy Chief Paramedic	5724	16	M	1
14	Deputy City Counselor	2366	21	M	1
15	Deputy City Engineer	4316	21	M	1
16	Deputy Commissioner of Buildings	3859	19	M	1
17	Deputy Commissioner of Equipment Services	3275	17	M	1
18	Deputy Commissioner of Refuse	3134	17	M	1
19	Deputy Commissioner of Supply	1228	17	M	1
20	Deputy Comptroller	1488	21	M	1
21	Deputy Director of Civil Rights Enforcement Agency	6138	16	M	1

1	Deputy Director of Employment and Training	6228	18	M	1
2	Deputy Director of Personnel	1528	20	M	1
3	Deputy Director of Planning and Urban Design	4188	19	M	1
4	Deputy Director of Public Safety	2152	20	M	1
5	Deputy Fire Chief	2231	78	F	1
6	Deputy Marshal	2121	10	G	3
7	Detention Center Superintendent	2371	18	M	1
8	Digital/Printing Press Operator	2412	31	T	3
9	Director of Airports	1658	23	M	1
10	Director of Civil Rights Enforcement Agency	6139	18	M	1
11	Director of Community Development	4144	22	M	1
12	Director of Employment and Training	6229	20	M	1
13	Director of Health and Hospitals	5589	23	M	1
14	Director of Human Services	6169	21	M	1
15	Director of Information Technology	1367	21	M	1
16	Director of Parks, Recreation and Forestry	3649	21	M	1
17	Director of Personnel	1529	22	M	1
18	Director of Planning and Urban Design	4186	20	M	1
19	Director of Public Safety	2151	22	M	1
20	Director of Public Utilities	4349	21	M	1
21	Director of Streets	4249	21	M	1

1	Disabled Services Representative	6173	11	G	3
2	DNA Technical Leader	2548	15	G	1
3	Document Specialist	5643	11	G	3
4	Drafting Supervisor	4425	13	G	3
5	Electrical Engineer	4261	15	G	1
6	Electrical Engineer (Senior)	4262	16	G	1
7	Electrical Inspection Supervisor	3815	15	G	3
8	Electrical Inspector I	3811	36	T	3
9	Electrical Inspector II	3812	38	T	3
10	Electrical Supervisor	3226	15	M	2
11	Electrician	3223	36	T	3
12	Electrician (Lead)	3224	38	T	3
13	Electrician Foreman	3225	39	T	3
14	Electronic Control Systems Technician	3442	36	T	3
15	Electronic Instrument Technician	3443	36	T	3
16	Electronic Technician Supervisor	3444	39	T	3
17	Emergency Management Specialist	2183	15	G	1
18	Emergency Management System Technician	2182	36	T	3
19	Employment and Training Representative	6211	12	G	3
20	Employment and Training Specialist I	6213	13	G	3
21	Employment and Training Specialist II	6214	14	G	3

Employment and Training Specialist III	6215	15	G	3
Employment and Training Specialist IV	6218	17	G	1
EMS Communications Supervisor	5723	14	M	2
EMS Dispatcher	5731	11	G	3
EMS Inventory Supervisor	5722	12	G	3
EMS Lead Dispatcher	5732	12	G	3
EMS Training Specialist	5719	14	G	3
EMT (Emergency Medical Technician)	5714	11	G	4
Engineering Manager I	4312	17	M	1
Engineering Manager II	4313	18	M	1
Engineering Technician I	4224	13	G	3
Engineering Technician II	4225	14	G	3
Engineering Technician Supervisor	4226	15	M	2
Environmental Court Coordinator	3881	15	M	1
Environmental Engineer	4254	15	G	1
Environmental Health Officer	5622	13	G	3
Environmental Health Supervisor	5638	14	G	2
Environmental Regulatory Compliance and Safety Manager	1659	19	M	1
Epidemiologist	5642	16	G	1
Equipment Operator	3321	9	G	3

Estimator	4223	13	G	3
Executive Assistant I	1628	16	G	1
Executive Assistant II	1629	17	M	1
Executive Assistant to the Mayor	1725	20	M	1
Executive Director for Development	1728	23	M	1
Executive Director for Operations	1736	23	M	1
Executive Director of the Affordable Housing Commission	1722	19	M	1
Executive Secretary I	1134	12	G	3
Executive Secretary II	1135	14	G	2
Executive Secretary to the Comptroller	1136	14	G	2
Executive Secretary to the Mayor	1727	21	M	1
Exercise Physiologist	2572	13	G	3
Facilities Maintenance Worker	3419	35	T	3
Financial Analyst	1482	15	G	1
Financial Supervisor/Information Systems Coordinator	1484	16	M	1
Fingerprint Technician	2556	11	G	3
Fingerprint Technician Supervisor	2557	14	G	3
Fire Alarm Manager	2216	74	F	1
Fire Captain	2226	72	F	3
Fire Commissioner	2239	83	F	1

1	Fire Equipment Dispatcher	2212	69	F	3
2	Fire Private	2222	69	F	3
3	Firearms Examiner	2551	13	G	2
4	Firearms Examiner Supervisor	2553	16	M	2
5	Fiscal Manager	1448	18	M	1
6	Fiscal Officer I	1492	16	G	1
7	Fiscal Officer II	1493	17	G	1
8	Fiscal Operations Support Manager	1491	19	M	1
9	Fitness Programs Supervisor	2573	14	G	3
10	Fleet Body Repair Specialist	3288	35	T	3
11	Fleet Maintenance Foreman I	3266	39	T	3
12	Fleet Maintenance Foreman II	3267	40	T	3
13	Fleet Maintenance Manager	3274	16	M	1
14	Fleet Maintenance Parts Specialist	3287	31	T	3
15	Fleet Maintenance Parts Supervisor	3284	33	T	3
16	Fleet Maintenance Technician I	3261	31	T	3
17	Fleet Maintenance Technician II	3262	35	T	3
18	Fleet Maintenance Technician III	3263	37	T	3
19	Fleet Maintenance Technician IV	3265	38	T	3
20	Food Establishment Inspector	5631	13	G	3
21	Forestry Foreman	3641	11	G	3

1	Forestry Supervisor	3622	13	G	3
2	Gardener	3632	10	G	3
3	Gardener Supervisor	3633	11	G	3
4	GIS Specialist I/Graphic Designer	4111	13	G	3
5	GIS Specialist II/Graphic Designer	4112	14	G	3
6	GIS/Graphic Design Manager	4113	15	M	1
7	Government Services Administrator	1627	17	M	1
8	Government Services Analyst	1625	16	G	1
9	Grants Administrator	1453	15	M	1
10	Grants Manager	1455	17	M	1
11	Graphic Arts Technician	4187	37	T	3
12	Graphic Designer	4182	12	G	3
13	Health Care Compliance Specialist	5515	14	G	3
14	Health Education Planner	5696	12	G	3
15	Health Marketing Administrator	5685	16	G	1
16	Health Planning Executive	5571	17	M	1
17	Health Services Manager I	5681	17	M	1
18	Health Services Manager II	5682	18	M	1
19	Heavy Equipment Operator I	3325	10	G	3
20	Heavy Equipment Operator II	3326	11	G	3
21	Historic Preservation Planner I	4192	13	G	3

1	Historic Preservation Planner II	4193	14	G	3
2	Housekeeping Manager	3719	14	G	2
3	Housekeeping Supervisor I	3715	11	G	3
4	Housekeeping Supervisor II	3716	13	G	3
5	Housing Development Analyst	4125	14	G	3
6	Housing Development Analyst (Senior)	4128	15	G	3
7	Human Relations Specialist	6131	13	G	3
8	Human Resources Manager	1523	18	M	1
9	Human Resources Specialist I	1513	13	G	3
10	Human Resources Specialist II	1514	14	G	3
11	Human Resources Specialist III	1515	15	G	3
12	Human Resources Specialist IV	1516	16	G	1
13	HVAC Foreman	3418	39	T	3
14	HVAC Mechanic	3417	36	T	3
15	Information Security Administrator	1369	17	G	1
16	Information Systems Administrator	1362	20	M	1
17	Information Systems Coordinator	1322	13	G	3
18	Information Systems Support Manager	1363	19	M	1
19	Internet Services Manager	1368	18	M	1
20	Inventory Control Specialist	1214	8	G	3
21	Inventory Control Technician I	1211	8	G	3

1	Inventory Control Technician II	1212	9	G	3
2	Inventory Coordinator	1215	10	G	3
3	Inventory Supervisor	1213	11	G	3
4	Investigative Assistant	2579	13	G	3
5	Labor Foreman I	3121	12	G	3
6	Labor Foreman II	3125	13	G	3
7	Labor Supervisor	3128	14	M	2
8	Laboratory Director	3555	17	M	1
9	Laboratory Manager	2542	17	M	1
10	Laboratory Supervisor	5463	16	M	1
11	Laboratory Technician	3554	11	G	3
12	Laborer	3111	8	G	3
13	Laborer (Lead)	3112	9	G	3
14	Landscape Supervisor	3634	14	G	3
15	Latent Fingerprint Examiner	2554	14	G	3
16	Lead Abatement Inspector	5626	13	G	3
17	Lead Abatement Worker	5625	11	G	3
18	Lead Abatement Worker (Lead)	5627	12	G	3
19	Legal Investigator I	2351	13	G	3
20	Legal Investigator II	2352	14	G	3
21	Legal Secretary	1151	12	G	3

1	Librarian	2575	14	G	3
2	Licensed Practical Nurse	5181	11	G	3
3	Lifeguard	7111	5	G	3
4	Lifeguard Supervisor	7112	7	G	3
5	Liquor Control Officer	2191	11	G	3
6	Liquor Control Supervisor	2192	14	G	3
7	Locksmith	3416	35	T	3
8	Machine Shop Foreman	3238	38	T	3
9	Machinist	3233	36	T	3
10	Mail Room Supervisor	1186	14	G	3
11	Mayor	1739	3	E	1
12	Mechanical Engineer	4271	15	G	1
13	Mechanical Engineer (Senior)	4272	16	G	1
14	Mechanical Equipment Inspection Supervisor	3845	15	M	1
15	Mechanical Inspector I	3841	36	T	3
16	Mechanical Inspector II	3843	38	T	3
17	Mechanical Maintenance Foreman	3415	38	T	3
18	Mechanical Maintenance Worker	3413	35	T	3
19	Medical Service Coordinator	6149	14	G	3
20	Medical Technologist	5461	13	G	3
21	Medical Technologist (Lead)	5462	14	G	3

1	Messenger/Mail Clerk	1181	5	G	3
2	Microcomputer Support Specialist	1328	11	G	3
3	Municipal Parking Garage Manager	3133	14	M	1
4	Neighborhood Development Executive	3872	17	M	1
5	Neighborhood Improvement Specialist	3871	14	G	3
6	Neighborhood Improvement Supervisor	3873	15	G	3
7	Network Systems Manager	1364	19	M	1
8	Nurse Practitioner	5131	16	G	1
9	Nutrition Program Coordinator	5664	14	G	2
10	Painter	3242	36	T	3
11	Painter (Lead)	3243	37	T	3
12	Painter Foreman	3245	39	T	3
13	Paralegal	2365	12	G	3
14	Paramedic	5717	13	G	4
15	Paramedic Crew Chief	5718	14	G	4
16	Paramedic Supervisor	5716	15	G	4
17	Park Facilities Maintenance Superintendent	3617	16	M	1
18	Park Maintenance Manager	3618	16	M	1
19	Park Ranger	2132	10	G	3
20	Park Ranger Supervisor	2133	11	G	3
21	Park Supervisor I	3612	12	G	3

1	Park Supervisor II	3613	13	G	3
2	Parking Garage Attendant	3114	6	G	3
3	Parking Garage Attendant (Lead)	3115	8	G	3
4	Parkkeeper	3611	11	G	3
5	Parole and Probation Officer	2321	13	G	3
6	Parole and Probation Supervisor	2324	15	M	1
7	Payroll Manager	1449	17	M	1
8	Payroll Specialist I	1171	10	G	3
9	Payroll Specialist II	1172	11	G	3
10	Payroll Specialist III	1174	12	G	3
11	Payroll Supervisor	1173	14	G	3
12	Permit Supervisor	1673	14	M	1
13	Personal Property Appraisal Manager	1415	15	M	1
14	Personal Property Appraisal Supervisor	1413	14	M	2
15	Personal Property Appraiser I	1411	11	G	3
16	Personal Property Appraiser II	1412	12	G	3
17	Pest Control Worker	5699	9	G	3
18	Photographer I	2558	10	G	3
19	Photographer II	2559	11	G	3
20	Physician	5553	18	G	1
21	Pipefitter	3254	36	T	3

1	Plan Examiner	4232	14	G	2
2	Plumber	3251	36	T	3
3	Plumber Foreman	3253	39	T	3
4	Plumbing Inspection Supervisor	3824	15	M	1
5	Plumbing Inspector I	3821	36	T	3
6	Plumbing Inspector II	3822	38	T	3
7	Police Assistant Chief	2536	81	D	1
8	Police Captain	2526	74	D	1
9	Police Commissioner	2538	83	D	1
10	Police Dispatch Manager	2568	15	M	1
11	Police Dispatch Supervisor	2566	13	G	3
12	Police Dispatcher I	2563	10	G	3
13	Police Dispatcher II	2564	11	G	3
14	Police Lieutenant	2524	72	D	1
15	Police Lieutenant Colonel	2534	78	D	1
16	Police Major	2532	77	D	1
17	Police Officer	2514	69	D	3
18	Police Planner I	2591	13	G	3
19	Police Planner II	2592	15	G	3
20	Police Planning Manager	2593	17	M	1
21	Police Probationary Officer	2513	69	D	3

1	Police Sergeant	2522	71	D	3
2	Polygraph Examiner	2576	14	G	3
3	President, Board of Aldermen	1748	1	E	1
4	President, Board of Public Service	4348	23	M	1
5	Printing and Duplicating Graphics Manager	2413	15	M	1
6	Printing Supervisor	2414	13	G	3
7	Prisoner Processing Clerk	2582	9	G	3
8	Prisoner Processing Supervisor	2584	13	G	3
9	Probationary Fire Equipment Dispatcher	2211	69	F	3
10	Probationary Fire Private	2221	69	F	3
11	Process Control Specialist	4265	15	G	2
12	Procurement Specialist	1225	13	G	3
13	Procurement/Purchasing Manager I	1226	16	M	1
14	Procurement/Purchasing Manager II	1227	17	M	1
15	Program Coordinator	1698	14	G	3
16	Program Manager I	1693	15	M	1
17	Program Manager II	1694	16	M	1
18	Program Specialist I	1696	11	G	3
19	Program Specialist II	1691	12	G	3
20	Program Supervisor	1692	13	G	3
21	Program Worker	7312	5	G	3

1	Programmer/Analyst I	1341	15	G	2
2	Programmer/Analyst II	1342	16	G	2
3	Programmer/Analyst III	1343	17	G	2
4	Public Health Education Coordinator	5648	15	G	2
5	Public Health Educator	5695	15	G	3
6	Public Health Intake Supervisor	5646	15	G	2
7	Public Health Intake Worker	5647	12	G	3
8	Public Health Nurse I	5651	14	G	3
9	Public Health Nurse II	5653	15	G	3
10	Public Health Nurse III	5654	16	G	2
11	Public Health Nursing Supervisor	5655	17	M	1
12	Public Health Program Representative	5693	13	G	3
13	Public Health Program Specialist	5691	14	G	3
14	Public Health Program Supervisor	5694	15	G	2
15	Public Information Manager	1617	18	M	1
16	Public Information Officer I	1614	13	G	2
17	Public Information Officer II	1615	15	G	1
18	Public Information Officer Supervisor	1616	15	M	1
19	Public Information Officer to the Comptroller	1618	15	G	1
20	Public Information Officer to the Mayor	1613	16	G	1
21	Public Nuisance Inspector	3861	10	G	3

1	Public Safety Specialist	2136	15	G	1
2	Real Estate Records Clerk	1668	10	G	3
3	Real Estate Records Manager	1426	14	M	1
4	Real Estate Specialist	1667	13	G	3
5	Real Property Appraisal Manager	1429	17	M	1
6	Real Property Appraisal Supervisor I	1428	15	M	1
7	Real Property Appraisal Supervisor II	1427	16	M	1
8	Real Property Appraiser I	1421	13	G	3
9	Real Property Appraiser II	1422	14	G	3
10	Receptionist	1161	8	G	3
11	Receptionist to the Mayor	1162	9	G	3
12	Records Retention Supervisor	1187	14	G	3
13	Recreation Area Manager	7118	16	M	1
14	Recreation Assistant	7116	7	G	3
15	Recreation Leader	7117	10	G	3
16	Recreation Supervisor I	7114	12	G	3
17	Recreation Supervisor II	7115	14	M	2
18	Refuse Route and Safety Coordinator	3931	11	G	3
19	Refuse Superintendent	3131	16	M	1
20	Registered Nurse I	5121	14	G	3
21	Registered Nurse II	5122	15	G	3

1	Research Analyst to the Mayor	1729	16	G	1
2	Safety Officer I	1531	13	G	3
3	Safety Officer II	1532	14	G	3
4	Safety Officer III	1533	15	G	3
5	School Crossing Guard	2174	5	G	3
6	Secretary and Stenographer to the Mayor	1175	11	G	3
7	Secretary I	1131	9	G	3
8	Secretary II	1132	10	G	3
9	Secretary to the Board of Estimate and Apportionment	1137	12	G	3
10	Secretary to the Board of Public Service	1671	14	M	1
11	Security Officer	2131	10	G	3
12	Senior Fire Equipment Dispatcher	2215	72	F	3
13	Senior Plan Examiner	4234	15	G	1
14	Senior Plan Examiner/Code Development Specialist	4235	16	G	1
15	Solid Waste Route Foreman	3127	13	G	3
16	Soulard Market Manager	3757	15	M	1
17	Special Assistant for Development	1724	17	M	1
18	Special Assistant to the Comptroller	1672	16	G	1
19	Special Assistant to the Mayor	1723	17	G	1
20	Special Assistant to the Water Commissioner	3538	17	M	1
21	Special Events Program Executive	1697	18	M	1

1	Specialist on Aging I	6121	13	G	3
2	Specialist on Aging II	6122	14	G	3
3	Stable Attendant	2577	9	G	3
4	Stationary Engineer	3423	36	T	3
5	Street and Traffic Inspection Supervisor	3956	14	M	1
6	Street and Traffic Inspector	3954	11	G	3
7	Street and Traffic Liaison	1643	14	M	1
8	Street Lighting Superintendent	3229	16	M	1
9	Street Maintenance Superintendent	3132	16	M	1
10	Superintendent of Soldiers' Memorial	3756	14	M	1
11	Supervising Deputy Marshal	2124	11	G	3
12	Supervising Stationary Engineer I	3427	39	T	3
13	Supervising Stationary Engineer II	3428	15	M	1
14	Supervisor-STD Intervention and Outreach Program	5649	15	M	2
15	Survey Projects Coordinator	4246	15	G	1
16	Systems Analyst	1351	15	G	2
17	Systems Analyst Senior	1353	17	G	1
18	Systems Development Manager	1366	19	M	1
19	Systems Development Specialist	1355	17	G	2
20	Systems Project Leader	1352	18	M	1
21	Technical Support Specialist I	1371	15	G	3

1	Technical Support Specialist II	1372	16	G	3
2	Telecommunications Inspector	1824	13	G	3
3	Telecommunications Maintenance Supervisor	1854	13	G	3
4	Telecommunications Specialist	1853	14	G	3
5	Telecommunications Supervisor	2173	12	G	3
6	Telecommunications Technician	1855	12	G	3
7	Telecommunicator	2171	10	G	3
8	Tow Truck Operator	3311	10	G	3
9	Towing Services Foreman	3313	11	G	3
10	Towing Services Manager	3317	15	M	1
11	Towing Services Supervisor	3314	14	M	2
12	Trades Helper	3281	31	T	3
13	Traffic Engineer	4281	15	G	1
14	Traffic Engineer (Senior)	4282	16	G	1
15	Traffic Engineering Manager	4284	17	M	1
16	Transportation Center Operations Specialist	3752	11	G	3
17	Transportation Center Operations Supervisor	3751	16	M	1
18	Tree Trimmer	3621	10	G	3
19	Urban Designer	4185	14	G	3
20	Urban Forester	3652	14	G	2
21	Urban Forestry Assistant	3651	11	G	3

1	Urban Forestry Superintendent	3656	16	M	1
2	Utility Worker	3117	9	G	3
3	Utility Worker (Lead)	3118	10	G	3
4	Veterans Service Officer	1695	14	G	3
5	Veterinarian	2119	16	G	1
6	Veterinarian Technician	2118	11	G	3
7	Video Engineer	1823	40	T	3
8	Video Production Manager	1812	16	M	1
9	Video Production Specialist	1822	36	T	3
10	Video Production Supervisor	1821	40	T	3
11	Water Distribution Executive	4314	19	M	1
12	Water Distribution Superintendent	3535	16	M	1
13	Water Distribution Supervisor	3534	14	M	2
14	Water Maintenance Foreman	3517	13	G	3
15	Water Maintenance Worker	3512	11	G	3
16	Water Meter and Tap Supervisor	3526	14	M	1
17	Water Meter Worker	3521	10	G	3
18	Water Meter Worker Supervisor	3522	13	G	3
19	Water Plant Maintenance Foreman	3543	39	T	3
20	Water Plant Maintenance Manager	3531	17	M	1
21	Water Plant Maintenance Mechanic	3541	36	T	3

Water Plant Maintenance Mechanic (Lead)	3542	38	T	3
Water Production Engineer	3536	17	M	1
Water Production Executive	4315	19	M	1
Water Services Manager	3537	14	M	1
Water System Inspector	3524	11	G	3
Water Treatment Plant Operator	3515	36	T	3
Water Treatment Plant Supervisor I	3514	38	T	3
Water Treatment Plant Supervisor II	3519	39	T	3
Water Utility Worker	3513	10	G	3
Web Development Specialist I	1345	14	G	2
Web Development Specialist II	1346	15	G	2
Welder	3235	36	T	3
Workers Compensation Specialist	1543	13	G	3
Zoning Administrator	4165	16	M	1
Zoning Inspector	4163	10	G	3
Zoning Specialist	4162	12	G	3

SECTION 2.

OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) - General and Management Schedule, (b) - Trades Schedule, (c) - Fire Division Schedule, (d) - Police Division Schedule and (e) - Elected Official Schedule.

(a) GENERAL AND MANAGEMENT PAY SCHEDULE:

The following bi-weekly pay schedule for all pay grades denoted with the suffix "G" or "M" shall become effective at the start of the bi-weekly pay period of the effective date of this ordinance.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	5	6	7	8	9	10	11	12	13
Step									
1	713	773	840	912	989	1074	1169	1270	1400
2	724	785	853	926	1004	1090	1187	1289	1421
3	735	796	865	940	1019	1106	1204	1308	1442
4	746	808	878	954	1034	1123	1222	1328	1464
5	757	820	892	968	1050	1140	1241	1348	1486
6	768	833	905	982	1065	1157	1259	1368	1508

7	780	845	918	997	1081	1174	1278	1389	1531
8	791	858	932	1012	1098	1192	1297	1410	1554
9	803	871	946	1027	1114	1210	1317	1431	1577
10	815	884	960	1043	1131	1228	1337	1452	1601
11	827	897	975	1058	1148	1246	1357	1474	1625
12	840	911	989	1074	1165	1265	1377	1496	1649
13	852	924	1004	1090	1182	1284	1398	1518	1674
14	865	938	1019	1107	1200	1303	1419	1541	1699
15	878	952	1035	1123	1218	1323	1440	1564	1724
16	891	966	1050	1140	1236	1343	1462	1588	1750
17	905	981	1066	1157	1255	1363	1483	1612	1777
18	918	996	1082	1175	1274	1383	1506	1636	1803
19	932	1011	1098	1192	1293	1404	1528	1660	1830
20	946	1026	1115	1210	1312	1425	1551	1685	1858
21	960	1041	1131	1228	1332	1447	1574	1711	1886
22	975	1057	1148	1247	1352	1468	1598	1736	1914
23	989	1073	1166	1265	1372	1490	1622	1762	1943
24	1004	1089	1183	1284	1393	1513	1646	1789	1972
25	1019	1105	1201	1304	1414	1535	1671	1815	2001
26	1035	1122	1219	1323	1435	1558	1696	1843	2031
27	1050	1138	1237	1343	1457	1582	1722	1870	2062
28	1066	1155	1256	1363	1478	1605	1747	1898	2093
29	1082	1173	1274	1384	1501	1629	1774	1927	2124
30	1114	1208	1313	1425	1546	1679	1827	1985	2188

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Grade	14	15	16	17	18	19	20	21	22	23
Step										
1	1605	1839	2110	2421	2777	3189	3662	3951	4263	4601
2	1629	1867	2142	2457	2819	3237	3717	4010	4327	4670
3	1654	1895	2174	2494	2861	3285	3773	4070	4392	4740
4	1678	1923	2206	2532	2904	3335	3829	4131	4458	4811
5	1703	1952	2239	2570	2947	3385	3887	4193	4525	4883
6	1729	1981	2273	2608	2992	3435	3945	4256	4592	4957
7	1755	2011	2307	2647	3036	3487	4004	4320	4661	5031
8	1781	2041	2342	2687	3082	3539	4064	4385	4731	5106
9	1808	2072	2377	2727	3128	3592	4125	4451	4802	5183
10	1835	2103	2413	2768	3175	3646	4187	4518	4874	5261
11	1863	2134	2449	2810	3223	3701	4250	4585	4947	5340
12	1891	2166	2485	2852	3271	3756	4314	4654	5022	5420
13	1919	2199	2523	2895	3320	3813	4378	4724	5097	5501
14	1948	2232	2561	2938	3370	3870	4444	4795	5173	5584
15	1977	2265	2599	2982	3421	3928	4511	4867	5251	5667
16	2007	2299	2638	3027	3472	3987	4578	4940	5330	5752
17	2037	2334	2678	3072	3524	4047	4647	5014	5410	5839
18	2067	2369	2718	3118	3577	4107	4717	5089	5491	5926
19	2098	2404	2758	3165	3630	4169	4787	5165	5573	6015
20	2130	2440	2800	3213	3685	4232	4859	5243	5657	6105
21	2162	2477	2842	3261	3740	4295	4932	5321	5742	6197
22	2194	2514	2884	3310	3796	4360	5006	5401	5828	6290
23	2227	2552	2928	3359	3853	4425	5081	5482	5915	6384

24	2260	2590	2972	3410	3911	4491	5157	5564	6004	6480
25	2294	2629	3016	3461	3970	4559	5235	5648	6094	6577
26	2329	2668	3061	3513	4029	4627	5313	5733	6185	6676
27	2364	2708	3107	3565	4090	4696	5393	5819	6278	6776
28	2399	2749	3154	3619	4151	4767	5474	5906	6372	6878
29	2435	2790	3201	3673	4213	4838	5556	5995	6468	6981
30	2509	2881	3304	3795	4357	5005	5749	6206	6699	7233

(b) TRADES PAY SCHEDULE:

The following bi-weekly pay schedule for all pay grades denoted with the suffix "T" shall become effective at the start of the bi-weekly pay period of the effective date of this ordinance.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

Grade	31	32	33	34	35	36	37	38	39	40
Step										
1	1119	1171	1223	1281	1340	1403	1470	1536	1609	1685
2	1136	1189	1241	1300	1360	1424	1492	1559	1633	1710
3	1153	1206	1260	1320	1381	1445	1514	1582	1658	1736
4	1170	1224	1279	1340	1401	1467	1537	1606	1682	1762
5	1188	1243	1298	1360	1422	1489	1560	1630	1708	1788
6	1205	1261	1318	1380	1444	1511	1584	1655	1733	1815

7	1224	1280	1337	1401	1465	1534	1607	1680	1759	1842
8	1242	1300	1357	1422	1487	1557	1631	1705	1786	1870
9	1261	1319	1378	1443	1510	1580	1656	1730	1813	1898
10	1279	1339	1398	1465	1532	1604	1681	1756	1840	1927
11	1299	1359	1419	1487	1555	1628	1706	1783	1867	1956
12	1318	1379	1441	1509	1578	1653	1732	1809	1895	1985
13	1338	1400	1462	1532	1602	1677	1758	1836	1924	2015
14	1358	1421	1484	1555	1626	1703	1784	1864	1953	2045
15	1378	1442	1506	1578	1651	1728	1811	1892	1982	2076
16	1399	1464	1529	1602	1675	1754	1838	1920	2012	2107
17	1420	1486	1552	1626	1700	1780	1865	1949	2042	2138
18	1441	1508	1575	1650	1726	1807	1893	1978	2072	2170
19	1463	1531	1599	1675	1752	1834	1922	2008	2104	2203
20	1485	1554	1623	1700	1778	1862	1951	2038	2135	2236
21	1507	1577	1647	1725	1805	1890	1980	2069	2167	2269
22	1530	1601	1672	1751	1832	1918	2010	2100	2200	2303
23	1553	1625	1697	1777	1859	1947	2040	2131	2233	2338
24	1576	1649	1722	1804	1887	1976	2070	2163	2266	2373
25	1600	1674	1748	1831	1916	2006	2101	2196	2300	2409
26	1624	1699	1775	1859	1944	2036	2133	2229	2335	2445
27	1648	1725	1801	1887	1973	2066	2165	2262	2370	2482
28	1673	1750	1828	1915	2003	2097	2197	2296	2405	2519
29	1698	1777	1856	1944	2033	2129	2230	2330	2441	2557
30	1863	1948	2040	2137	2230	2341	2450	2559	2686	2807

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(c) FIRE DIVISION PAY SCHEDULE:

The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Division Pay Schedule in effect. The following bi-weekly pay schedule for all pay grades denoted with the suffix "F" shall become effective at the start of the bi-weekly pay period of the effective date of this ordinance.

FIRE BI-WEEKLY RANGE OF PAY

	Class Codes							
	2211	2212	2215					
	2221	2222	2226	2216	2227	2231	2235	2239
Current Years of Service	69F	69F	72F	74F	77F	78F	81F	83F
0	1839.05							
1		1890.02						
2		1937.20						
3		2024.78						
4		2068.10						

5	2124.38						
6	2180.68						
7	2288.65	2827.85					
8	2366.12	2926.71					
9	2446.37	3028.84	3259.41				
10	2453.53	3035.93	3266.54				
11	2475.95	3042.98	3273.67	3538.62			
12	2483.41	3050.15	3280.76	3545.75	3628.13	3794.04	4416.59
13	2490.46	3057.23	3287.89	3552.75	3736.10	3902.01	4430.72
14	2497.51	3064.32	3294.94	3559.89	3743.15	3909.10	4444.89
15	2504.68	3071.41	3302.02	3566.97	3750.32	3916.32	4459.07
16	2511.73	3078.45	3309.12	3574.11	3757.35	3923.28	4473.29
17	2518.90	3085.62	3316.24	3580.72	3764.54	3930.49	4487.46
18	2525.95	3092.72	3326.34	3588.24	3771.55	3937.55	4501.59
19	2532.99	3099.88	3330.41	3595.36	3778.63	3944.59	4515.85
20	2540.12	3106.90	3337.51	3602.50	3785.76	3951.81	4530.07
21	2547.21	3114.01	3344.58	3609.59	3792.84	3958.80	4544.20
22	2554.29	3121.15	3351.73	3616.63	3800.01	3965.94	4558.37
23	2561.42	3128.24	3358.86	3623.72	3807.02	3973.03	4572.60
24	2568.48	3135.36	3365.95	3630.81	3814.23	3980.11	4586.68
25	2575.60	3142.42	3373.08	3637.98	3821.23	3987.28	4600.95
26	2582.70	3149.50	3380.17	3645.07	3828.33	3994.29	4615.17
27	2589.86	3156.63	3387.21	3652.11	3835.51	4001.42	4629.43
28	2596.91	3163.72	3394.34	3659.16	3842.51	4008.42	4643.61
29	2603.95	3170.72	3401.43	3666.33	3849.69	4015.59	4657.70

30	2611.04	3177.89	3408.43	3673.42	3856.69	4022.77	4671.96

(d) POLICE DIVISION PAY SCHEDULE:

The following bi-weekly pay schedule for all pay grades denoted with the suffix "D" shall become effective at the start of the bi-weekly pay period of the effective date of this ordinance.

POLICE BI-WEEKLY RANGE OF PAY

	Class Codes								
	2513	2514	2522	2524	2526	2532	2534	2536	2538
Current Years of Service	69D	69D	71D	72D	74D	77D	78D	81D	83D
0	1839.05								
1		1890.02							
2		1937.20							
3		2024.78							
4		2068.10							
5		2124.38	2480.62						
6		2180.68	2486.79						

7	2288.65	2612.41	2827.85					
8	2366.12	2702.78	2926.71					
9	2446.37	2796.12	3028.84	3259.41				
10	2453.53	2803.20	3035.93	3266.54				
11	2475.95	2810.35	3042.98	3273.67	3538.62			
12	2483.41	2817.39	3050.15	3280.76	3545.75	3628.13	3794.04	4416.59
13	2490.46	2824.52	3057.23	3287.89	3552.75	3736.10	3902.01	4430.72
14	2497.51	2831.65	3064.32	3294.94	3559.89	3743.15	3909.10	4444.89
15	2504.68	2838.70	3071.41	3302.02	3566.97	3750.32	3916.32	4459.07
16	2511.73	2845.79	3078.45	3309.12	3574.11	3757.35	3923.28	4473.29
17	2518.90	2852.91	3085.62	3316.24	3580.72	3764.54	3930.49	4487.46
18	2525.95	2860.00	3092.72	3326.34	3588.24	3771.55	3937.55	4501.59
19	2532.99	2867.09	3099.88	3330.41	3595.36	3778.63	3944.59	4515.85
20	2540.12	2874.18	3106.90	3337.51	3602.50	3785.76	3951.81	4530.07
21	2547.21	2881.22	3114.01	3344.58	3609.59	3792.84	3958.80	4544.20
22	2554.29	2888.39	3121.15	3351.73	3616.63	3800.01	3965.94	4558.37
23	2561.42	2895.48	3128.24	3358.86	3623.72	3807.02	3973.03	4572.60
24	2568.48	2902.53	3135.36	3365.95	3630.81	3814.23	3980.11	4586.68
25	2575.60	2909.66	3142.42	3373.08	3637.98	3821.23	3987.28	4600.95
26	2582.70	2916.71	3149.50	3380.17	3645.07	3828.33	3994.29	4615.17
27	2589.86	2923.88	3156.63	3387.21	3652.11	3835.51	4001.42	4629.43
28	2596.91	2930.97	3163.72	3394.34	3659.16	3842.51	4008.42	4643.61
29	2603.95	2938.01	3170.72	3401.43	3666.33	3849.69	4015.59	4657.70
30	2611.04	2945.14	3177.89	3408.43	3673.42	3856.69	4022.77	4671.96

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(**e) ELECTED OFFICIAL PAY SCHEDULE:**

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect and extends through the term of office for each elected official:

GRADE	BI-WEEKLY RATE
1E	$3491
2E	$4315
3E	$5070

(2) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," shall become effective beginning with any term of office starting in 2017:

GRADE	BI-WEEKLY RATE
1E	$3491
2E	$4315
3E	$5070

(3) The salary of an elected official shall not be increased during the term of office.

(f) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute a promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee in Section 2(a) or 2(b) to be eligible for shift differential compensation, the employee must work a shift that requires the completion of four (4) hours of work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive shift differential if they are regularly scheduled to work at least four (4) hours between 4:00 p.m. and 8:00 a.m. the following morning. Employees shall be entitled to receive shift differential compensation for no more than one shift worked between the hours of 4:00 p.m. and 8:00 a.m. Employees who are assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) or 2(b) the shift differential premium shall be one percent (1%) of the employee's regular base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

An employee whose pay range is established in Section 2(a) or 2(b) shall receive shift differential for working a portion of an eligible shift, provided the portion of the shift not worked is charged to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour shall not be counted toward the payment of the differential.

(2) For those employees whose pay range is established in Section 2(c), the shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly assigned 24 hour shift to be eligible for any shift differential for the shift. Such employees shall not receive shift differential for overtime worked, which is not part of their regular schedule. This provision will not go into effect until shift differential is agreed upon by the Director of Personnel and the Union (Local 73) in writing.

Except shift differential premium shall be $2.00 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment Dispatcher classifications whose pay range is established in Section 2(c).

(3) For Police Officer Trainees and employees whose pay grade is denoted with the suffix D, the night shift differential shall be ten percent (10%) of the hourly rate for all full hours worked between the hours of 11 p.m. and 7 a.m. and all eight (8) hour shifts beginning between 10:30 p.m. and 11:30 p.m.

(4) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(g) WEEKEND DIFFERENTIAL: When employees whose pay range is established in Section 2(a) or 2(b) work on a Saturday and/or a Sunday they shall be eligible for weekend differential. Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend differential when it is part of their regularly scheduled work hours. This differential shall be one percent (1%) of an employee's base bi-weekly rate. An employee shall receive weekend differential for working any portion of an eligible day. This differential shall only be paid for full hours worked. Weekend differential shall not be paid to employees compensated on an hourly or per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(h) COMMUTING ALLOWANCE: Employees residing within the corporate limits of the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of one hundred forty-one dollars ($141.00) bi-weekly on the effective date of this ordinance. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting. City employees who are temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis shall be entitled to a per diem rate for the duration of the assignment. No employee living outside of the corporate limits of the City of St. Louis shall receive a commuting allowance.

A period of absence of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee shall immediately be eligible to resume receiving commuting allowance, reduced in proportion to the time the employee did not work due to absence.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate limits of the City of St. Louis to the work site and back shall not be entitled to the commuting allowance.

(i) BOARD AND COMMISSION STIPENDS:

Title	Code	Stipend
Member, Airport Commission	1980-00-B	$53 per meeting, up to 24 meetings a year
Member, Board of Adjustment	1981-00-B	$75 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	$60 per meeting
Member, Board of Equalization	1983-00-B	$150 per day
Member, Board of Engineers	1984-00-B	$45 per meeting, up to 2 meetings a week
Member, Board of Examiners of Plumbers	1985-00-B	$60 per month
Member, Board of Examiners of Fumigators	1986-00-B	$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors	1987-00-B	$45 per meeting, up to 3 meetings a

			month
Member, Board of Tax Appeals		1988-00-B	$60 per meeting
Member, Civil Service Commission		1989-00-B	$55 per meeting up to 30 meetings a year
Member, Board of Building Appeals		1990-00-B	$60 per meeting, up to 50 meetings a year
Member, Board of Building Code Review		1991-00-B	$60 per meeting, up to 1 meeting a week
Member, Boiler Rules Committee		1992-00-B	$45 per meeting
Member, Committee of Electrical Examiners		1993-00-B	$45 per meeting, up to 15 meetings a year
Member, Committee on Plumbing Review		1994-00-B	$45 per meeting, up to 15 meetings a year
Member, Demolition Contractors' Certification Board		1995-00-B	$45 per meeting, up to 15 meetings a year
Member, Board of Merchants' and Manufacturers' Tax Equalization		1996-00-B	$83 per day in session, up to 60 meetings during regular 12 week session, but not to

		exceed 105 meetings a year
Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per day, per meeting or per month rate established above.

(j) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating similar employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except that an appointing authority, with the prior approval of the Director of Personnel, and when sufficient funds have been appropriated for the fiscal year, may establish

a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly rate employees who would be entitled to employee benefits. Therefore, per performance and hourly employees will be limited to work an equivalent of ten (10) months of full time employment (1,733 hours) per year.

(k) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(l) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be available for a call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(l) may include reasonable minimum pay guarantees for employees required to return to the work site to perform emergency duties. The provisions of

this Section 2(l) shall not be construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(m) The Director of Personnel may authorize payment of special recruitment bonuses, travel, moving and related expenses to recruit employees for positions when funds for this purpose are appropriated to the Department of Personnel.

(n) The Director of Personnel may approve the payment of hiring incentives to current employees to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the position for which the recruitment is made.

(o) (1) An appointing authority, with the prior approval of the Director of Personnel, may establish cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity or effectiveness. The incentives offered may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose.

(2) The Director of Personnel, upon the request of the appropriate appointing authority, may establish a program of cash awards or other incentives, not to exceed ten percent (10%) of annual salary, paid as an addition to pay, for the purpose of providing additional compensation for employees who are fluent in a foreign language and who use this skill in the necessary and regular recurring performance of the duties of their position. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel.

(3) Notwithstanding any other provision in this ordinance, the Director of Personnel is authorized to extend the maximum of the pay ranges by up to forty percent (40%) for the purpose of compensating positions which are extremely hard to fill.

(4) The Director of Personnel may provide an Employee Suggestion Program which grants cash and other awards to recognize employee suggestions which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to pay, which does not change an employee’s bi-weekly rate.

The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(p) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a higher rate than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the prior approval of the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications, registrations or certifications related to the duties of the position and when such academic qualifications, registrations, or certifications are not deemed necessary qualifications for the class of position.

The Director of Personnel may also establish other bonus, incentive or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives, bonuses, or reimbursements awarded under such programs do not result in an employee being ruled ineligible for bonuses or salary increases permitted under other sections of this pay ordinance.

(q) In Skilled Trades classes, defined as those that have bona fide apprenticeship programs registered with the Department of Labor or documented attainment of equivalent apprenticeship programs, employees who have completed such apprenticeship programs and attained journeyman status shall be granted the special skills recruitment rate for the class if a special skills recruitment rate exists for the class. Employees in classes in the Trades Pay Schedule who have completed alternative training programs established and approved by the Director of Personnel, and attained journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a rate exists for the class.

(r) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by employees for the purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted therefore.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefore, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars ($50) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift. Employees whose pay is established under Section 2(d) of the ordinance may be reimbursed for damages to personal property sustained while in the course and scope of employment in accordance with Police Division policies.

(s) An appointing authority that requires employees to provide and maintain their own tools shall provide a tool replacement program and/or annual maintenance allowance, with the prior approval of the Director of Personnel.

(t) (1) Contingency assignment differential may be paid for certain assignments when immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave, emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment, not to extend more than one pay period. The Director of Personnel will determine the assignments for which Contingency Assignment Differential will be paid. The assignment of an employee to said assignment having a contingency assignment differential will be determined by the appointing authority from an existing eligible list and will not constitute a promotion or advancement in pay. In addition, the removal of an employee from said assignment shall not constitute a demotion or reduction in pay. If an eligible list is not

available, an appointing authority may submit to the Director of Personnel the name of the employee being considered for the assignment to determine if they meet the necessary minimum qualifications for the position being considered.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the contingency assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked or one percent (1%) of the employee's regular base bi-weekly rate for each shift assignment covered, not to exceed one (1) pay period.

(2) Temporary assignment differential will be paid for certain assignments when a vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave, etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but not more than thirteen (13) pay periods, and offset by any days that the employee by reason of absence is not fulfilling the assignment. The Director of Personnel will determine the assignments for which the temporary assignment differential will be paid. The assignment or removal of an employee from said assignment having a temporary assignment differential will be determined by the appointing authority and will not constitute a promotion, demotion, advancement, or reduction in pay. The intended employee must meet the minimum qualifications for the position to be assigned. The temporary assignment

differential shall be computed as an addition to pay and not affect the employee's regular bi-weekly rate.

For an employee whose pay range is established in Section 2(a), 2(b), 2(c) or 2(d), with the prior approval of the Director of Personnel, the temporary assignment differential will be ten percent (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may require the establishment of a department policy on temporary assignment differential pay and must sign off on the policy prior to authorizing temporary assignment differential.

(u) City employees who are required by their appointing authority to routinely use their personal vehicle in the performance of their duties shall be compensated by receiving a vehicle maintenance and use allowance of two-hundred seventy dollars ($270.00) per month. Eligible employees who use their personal vehicle with reduced frequency shall be entitled to a vehicle maintenance and use allowance which is reduced in proportion to the reduced frequency of use.

SECTION 3.

EDUCATION REIMBURSEMENT

An appointing authority may, with the prior approval of the Director of Personnel, authorize salary payments, payments of tuition expenses, fees, books and related material in whole or in part to employees to permit them to attend school, visit other governmental agencies or in any approved manner to devote themselves to improvement of knowledge or skills required in the performance of the duties of their position.

The Department of Personnel may reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of their positions or in higher positions, when funds have been allocated in the Department's budget.

An appointing authority, with the approval of the Director of Personnel, may establish a program to reimburse, in whole or in part, expenses incurred by employees in the pursuit of improvement of the knowledge and skills required in the performance of the duties of their positions or to improve their professional, technical or managerial knowledge or skill.

SECTION 4.

SALARY RANGE LIMITATIONS

No employee in the Classified Service shall be paid at a rate lower than the minimum or higher than the maximum of the salary range established for the class to which his/her position has been allocated, except as otherwise provided in this ordinance.

SECTION 5.

STARTING SALARY

(a) The rate of pay for an excepted position to be paid upon original appointment to the class shall be determined by the appointing authority for the excepted position.

(b) Except as otherwise provided in this ordinance, the minimum rate of pay for a position shall be paid upon original appointment to the class unless the Director of Personnel finds that it is difficult to secure the services of persons with minimum qualifications or experienced qualified persons at the minimum rate.

The Director may establish a recruitment rate for a single position or all positions in a class and authorize employment at an amount above the minimum but within the regular range of salary established for the class. When a recruitment rate is established for an entire class, employees already in such class may have their salaries adjusted to appropriate rates in the new range resulting from the establishment of the recruitment rate.

(c) Employees with permanent status who are eligible for reemployment as determined by the rules of the Department of Personnel shall be reemployed at an appropriate rate within the new salary range which takes into consideration the employee's prior service in the position, as determined by the Director of Personnel.

SECTION 6.

PROMOTION, DEMOTION, REALLOCATION,

TRANSFER AND TEMPORARY PROMOTION

An employee who is transferred, promoted, demoted, or whose position is reallocated after the effective date of this ordinance, shall have his/her rate of pay for the new position determined as follows:

(a) Promotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class with a higher pay grade or a higher starting minimum salary.

(1) When an employee is promoted to a position in the General, Management or Trades Pay Schedule, the employee's current bi-weekly rate of pay shall be set at a rate which is five percent (5%) higher than the rate received immediately prior to the promotion or adjusted to the nearest step in the new pay matrix which is not less than but is closest to a rate

which is five percent (5%) higher than the rate received immediately prior to promotion. An appointing authority, with the prior approval of the Director of Personnel, may increase the pay of an employee up to twenty percent (20%), adjusted to the nearest step, when such action is needed to attract experienced, qualified candidates for a position. Such salary determinations shall take into consideration the nature and magnitude of the accretion of duties and responsibilities resulting from the promotion. However, no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(2) Temporary Promotion: When an employee, whose salary range is established in Section 2(a) or 2(b), is certified and temporarily promoted to a vacant position, for a limited duration, the employee's current salary shall be adjusted as provided in Paragraph (a)(1) of this Section. Upon expiration of the temporary promotion, the employee shall be returned to his/her former rate of pay, adjusted by any increases the employee would have received in the absence of the temporary promotion. In no case shall the employee's salary be above the maximum of the salary range, unless otherwise provided for in this ordinance.

Employees whose salary ranges are established in Section 2(c) or 2(d) of this ordinance, upon receipt of a temporary promotion, shall be granted the new rank with a salary adjustment based on appropriate years of service in accordance with procedures established for a regular promotion. At the end of the temporary promotion, the employee shall be

returned to the rank held immediately prior to the temporary promotion. The employee's rate of pay shall be based on the appropriate years of service.

(b) Demotion: This shall be defined as a change of an employee in the Classified Service from a position of one class to a position of another class which has a lower pay grade and a lower starting minimum salary.

(1) If an employee is demoted for disciplinary reasons in accordance with the rules of the Department of Personnel and Civil Service Commission and established disciplinary procedures, his/her rate of pay shall be established at a rate within the range for the new position which is at least five percent (5%) lower than the rate received immediately prior to the demotion or reduced to the nearest step which is at least five percent (5%) lower than the rate received immediately prior to the demotion, except no employee shall be reduced below the minimum of the range unless otherwise provided for in this ordinance. The amount of the reduction shall be determined by the appointing authority, with the approval of the Director of Personnel.

(2) If an employee accepts a voluntary demotion, his/her current rate of pay shall be reduced within the range for the new position which is five percent (5%) lower, to the closest downward step, than the rate received immediately prior to demotion, except that employees who are in a working test period and demote to their previous class of position or

pay grade, will return to the rate or step received immediately prior to the promotion, plus any adjustments as otherwise provided in this ordinance. No employee shall be paid less than the minimum nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(3) When an employee is demoted for reasons in the best interest of the City Service as determined by the Director of Personnel, his/her salary may be reduced by reason of the new salary range and grade with the prior approval of the Director of Personnel. If the salary of such employee is above the maximum for the new position, the employee's salary shall not be increased so long as he/she remains in the position, except as otherwise provided by this ordinance.

(c) Reallocation:

(1) If the employee's position is reallocated to a class in a lower pay grade and the employee's rate of pay for the previous position is within the salary range of the new position, his/her salary shall remain unchanged or adjusted to the closest step provided the employee's rate of pay shall not be reduced.

(2) The salary of an employee whose position is allocated to a class in a higher pay grade shall be determined in accordance with the provisions of this Section 6(a)(1) relating to salary advancement on promotion.

(d) Transfer: The salary rate of an employee who transfers to a different position in the same class, or from a position in one class to a position in another class in the same pay grade, shall remain unchanged, provided that no employee shall be paid less than the minimum rate nor more than the maximum rate for the new class of position, except as otherwise provided in this ordinance.

(e) Over Maximum: The salary of an employee, which is in excess of the maximum of the range prescribed by this ordinance for the class and grade to which his/her position has been allocated or may be reallocated, shall not be reduced by reason of the new salary range and grade. The salary of such employee shall not be increased so long as he/she remains in the class of position, except as otherwise provided by this ordinance.

SECTION 7.

SALARY ADJUSTMENT

Salary adjustments for all employees in competitive positions shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Competitive positions for which salary is established in Section 2(a) - General and Management Schedule; or Section 2(b) - Trades Schedule:

(1) Any employee whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall receive a service rating in accordance with the Service Rating Manual. The rating together with the standards of performance established in the rating manual shall determine eligibility for a one step within-range (merit) increase at intervals as outlined in the Service Rating Manual or other pay regulation(s) as determined by the Director of Personnel. Notwithstanding any other section of the compensation ordinance, all employees in the General, Management, and Trades pay schedules who would be eligible to receive an annual step increase as a result of a "Successful or Highly Successful" Overall Rating on their regular Service Rating date will receive a 1.5% increase regardless of their current rate or place in the pay schedule.

(2) A non-exempt (Overtime Code 3 or 4) employee whose pay is established in Section 2(a) or 2(b) of this ordinance who receives an Overall Rating of “Unsuccessful” as defined by the Service Rating Manual, shall have his/her salary reduced as determined by the

standards established in the Service Rating Manual, but not less than the minimum of the pay grade range.

(b) As used in this ordinance, "anniversary date" means the date following fifty-two (52) weeks of continuous service from the date of original appointment or from the date of the last salary adjustment, if other than a temporary reduction in pay for disciplinary reasons, a demotion (not for disciplinary reasons) or an across-the-board ordinance increase, an increase resulting from an authorized incentive program, reallocation or an upgrade of the classification concurrent with adoption of the ordinance. Absence from service as a result of any authorized paid leave, suspensions, military leave, or family/medical leave will not interrupt continuous service. Absence from service for any other cause shall result in breaking continuity of service and establishment of a new anniversary date, except as otherwise provided in this ordinance. The Director of Personnel may authorize different anniversary dates for an employee or groups of employees.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 2(a) or 2(b) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

With the prior approval of the Director of Personnel, the appointing authority in accordance with the Service Rating Manual, may advance the salary of an employee who demonstrates exceptional performance of duties after serving twenty-six (26) weeks of employment at the same rate in the salary range by not more than ten percent (10%) or to the closest step in the pay range which provides not more than a ten percent (10%) increase; this may be in addition to any merit increase received.

(2) Substandard performance of duties:

An appointing authority may reduce the salary of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range as provided in the Service Rating Manual; providing the employee's salary is above the minimum of the range, established in Section 2(a) or 2(b) and allocated to Overtime Code 3 or Overtime Code 4.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period, as determined by the Director of Personnel, following approval of such salary action.

(d) Competitive positions for which salary is established in Section 2(c) - Fire Division Schedule:

All employees in the Fire Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Probationary Fire Privates shall be advanced to the rate for Fire Privates at the beginning of the first bi-weekly pay period following one (1) year of service. Probationary Fire Equipment Dispatchers shall follow the same schedule.

(e) Competitive positions for which salary is established in Section 2(d) – Police Division Schedule:

All employees in the Police Division Pay Schedule shall have a service rating completed in accordance with the Service Rating Manual.

Police Probationary Officers who successfully complete their working test period shall be advanced to the rate for Police Officer at the beginning of the first bi-weekly pay period during which such officer's one (1) year anniversary as a Probationary Police Officer occurs, excluding his/her initial time in training at the Police Academy.

(f) Excepted Positions: The pay of an employee in an excepted position shall be adjusted to any rate within the pay range at the discretion of the appointing authority for the excepted position.

(g) The Director of Personnel may approve, at the request of an appointing authority, adjustments to correct or mitigate serious and demonstrable internal pay inequities. Salary adjustments under this provision shall preclude adjustments to compensate or reward employees for long-term or meritorious service.

(h) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate. Any such decrease shall be made in accordance with the established disciplinary procedures. The decrease shall not be greater than fifteen percent (15%) of the current salary rate. The decrease may be below the minimum of the pay range for the class. The appointing authority may determine the pay decrease shall be effective for a specific number of bi-weekly pay periods provided, however, that such decrease shall not be effective for more than thirteen (13) bi-weekly pay periods.

(i) An employee who is temporarily promoted shall be eligible for within range salary adjustments under provisions of this Section 7.

(j) The Director of Personnel may approve a within range salary adjustment or other incentives to retain employees in positions that are difficult to fill, or because of their unique requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

SECTION 8.

INCOME SOURCES

Any salary paid to an employee in the Classified Service shall represent the total remuneration for the employee, excepting reimbursements for official travel and other payments specifically authorized by ordinance or pay regulation promulgated by the Director of Personnel. No employee shall receive remuneration from the City in addition to the salary authorized in this ordinance for services rendered by the employee in the discharge of the employee's ordinary duties, of additional duties which may be imposed upon the employee, or of duties which the employee may undertake or volunteer to perform.

Whenever an employee not on an approved paid leave works for a period less than the regularly established number of hours a day, days a week or days bi-weekly, the amount paid shall be proportionate to the hours in the employee's normal work week and the bi-weekly rate for the employee's position. The payment of a separate salary for actual hours worked from two (2) or more departments, divisions or other units of the City for duties performed for

each of such agencies is permissible if the total salary received from these agencies is not in excess of the maximum rate of pay for the class.

SECTION 9.

CONVERSION

(a) Pay schedules in Sections 2(a) or 2(b) in Ordinance 70285 shall continue in effect until the start of the bi-weekly pay period of the effective date of this ordinance, and the rates to be paid to employees in positions of any classes for which a rate is established or changed in Section 2(a) or 2(b) of this ordinance shall become effective and be adjusted (if necessary) as follows:

The salary of each employee whose pay range is established in Section 2(a) or 2(b) of this ordinance whose class has been allocated to a higher pay grade in the appropriate pay schedule as determined by the Director of Personnel shall have their current salary increased to a rate, rounded to the nearest whole dollar, which is not less than but is closest to a rate which is five percent (5%) higher than the rate received immediately prior to promotion, but not less than the minimum of the pay range, whichever is the greater. If an employee's salary is between steps, the employee's salary shall be placed at the higher step.

(b) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(c) The salary of an employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(d) The Director of Personnel may establish a special conversion procedure for a class or position in the event that the Director determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(e) The Director of Personnel shall establish such procedures as needed to place this ordinance into effect and interpret its provisions.

SECTION 10.

PAYMENT OF SALARIES

All compensation for positions in the Classified Service shall be paid bi-weekly. The Director of Personnel and Comptroller shall establish the procedure for listing employees on the various payrolls. The payment due each employee for service, except as otherwise provided, shall be made not later than sixteen (16) days after the end of the bi-weekly pay period. In the event that an employee is dismissed or has been employed for occasional or

emergency work, the Comptroller may immediately pay the employee upon termination of service without waiting for the regular bi-weekly pay date of the Department, Division, Section, Office, Agency, Board or Commission where the employee worked.

SECTION 11.

CHANGES TO CLASSIFICATION PLAN

Whenever the Department of Personnel finds it necessary to add a new class to the classification plan, the Director of Personnel shall allocate the class to an appropriate grade and schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the overtime code of an existing class within the classification plan, the Director of Personnel shall change the overtime code, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

Whenever the Department of Personnel finds it necessary to change the pay schedule of an existing class within the classification plan, the Director of Personnel shall allocate the class to the appropriate schedule in this ordinance, recommend such change to the Civil Service Commission, and notify the Board of Aldermen of this action.

The pay grade allocated to a class of position within the classification plan shall remain unchanged for the duration of the existing compensation ordinance. Whenever the Department of Personnel considers it necessary to change the pay grade of an established class of position, such adjustment can only be made concurrent with the adoption of a new compensation ordinance. Recommendation for the allocation of a new pay grade shall be made by the Director of Personnel to the Civil Service Commission for final approval by the Board of Aldermen.

SECTION 12.

PAYROLL FORMS

The Director of Personnel shall prescribe forms on which appointing authorities shall certify to the fact that a vacancy exists in a lawfully created position and to the lawful appointment of a person to fill the position. The Director of Personnel shall indicate on these forms the proper allocation of the position and the rate at which payment is to be made. When approved by the Director of Personnel and submitted to the Comptroller, these forms shall constitute authorization for the initial placing of a person's name on the payroll. The Comptroller shall not authorize any change in the rate of pay of an individual on the payroll unless approved by the Department of Personnel. The Comptroller shall provide the

Department of Personnel with a copy of each payroll audited and found correct within twenty-one (21) days after audit and approval of the payroll by the Comptroller's Office.

SECTION 13.

CERTIFICATION OF PAYROLL

The appointing authority shall certify on each payroll or a subsidiary document that each person whose name appears on the payroll has been lawfully appointed at a salary provided by this ordinance and that the employee has actually worked the time for which he/she will be paid, subject to the provisions of this ordinance governing hours of work and leaves of absence in the Classified Service.

SECTION 14.

MINIMUM WORK HOURS

Each appointing authority shall establish procedures to assure that the employees under his/her supervision are actively engaged in the performance of the duties of their positions in accordance with the provisions of this section.

Each appointing authority shall submit to the Department of Personnel the work schedule established for each position in the work unit. Work schedule reports shall be

submitted upon request of the Director of Personnel or whenever the appointing authority proposes to change the permanent work schedule of a position. The work schedule submitted by the appointing authority shall constitute the normal work schedule for the position when approved by the Director of Personnel.

All employees in the Classified Service shall be in attendance at their work in accordance with schedules established under the provisions of this Section 14, subject to other provisions of this ordinance with respect to hours, holidays, vacation, medical leave, furloughs, sick leave, military leave, and leaves of absence with or without pay.

(a) Employees whose salaries are established in Section 2(a) or 2(b): Forty (40) hours shall constitute the average minimum required weekly hours of service in an employment cycle under regular full-time employment for all City employees paid on a bi-weekly basis occupying competitive positions in the Classified Service. The minimum daily and annual service required of such employees shall be in proportion to the average minimum weekly hours established.

Appointing authorities shall so arrange the time for reporting for work, for luncheon intermission, and for quitting work of the various employees under their jurisdiction so that the employees will actually be engaged in active performance of their duties for not less than the average minimum number of hours required.

(b) Management Employees: Appointing authorities for employees occupying full-time positions whose salaries are established in Section 2(a) of this ordinance shall initiate procedures to see that such employees are engaged in the performance of their duties on a full-time basis. Full-time employment for any employee whose classification is denoted in the Management Schedule shall be defined as an average of forty (40) hours per week of time devoted to the duties of the position on an annual basis.

(c) Uniformed Fire Personnel: Fifty-two (52) hours shall constitute the average required weekly hours of service in an employment cycle under regular full-time employment for all employees in the Division of Fire and Fire Prevention, except that the appointing authority, with the approval of the Director of Personnel, may determine that the minimum work hours provision of Section 14(a) shall apply to employees in certain positions due to the nature of the assignment and/or scheduling requirements. The appointing authority shall so arrange the time for reporting for work and for quitting work of the various employees under the appointing authority's jurisdiction so that the employees will actually be engaged in the active performance of their duties for not less than the average number of hours required.

(d) The work period for employees whose pay is established in Section 2(d) of this ordinance is twenty-eight (28) days. The daily work period for an employee in the position of Police Probationary Officer and Police Officer is eight (8) hours which includes a thirty (30)

minute meal period. The meal period is counted as working time; however, an officer unable to take a meal break will not receive additional compensation. The daily work period for an employee in the position of Police Officer Trainee is eight (8) hours. Additionally, Police Officer Trainees shall receive a thirty (30) minute unpaid meal period that shall not be counted as part of their daily work period or work day.

SECTION 15.

OVERTIME

(a) The Department of Personnel shall determine those positions in the Classified Service of the City of St. Louis which are exempt from overtime compensation and those positions which are not exempt from overtime compensation. The overtime codes established for each class in Section 1(a) of this ordinance shall be interpreted as follows:

OVERTIME CODE (OVTM):

1 These classes are primarily managerial in nature, but may also include some professional or administrative classes that are ineligible for overtime pay under all but emergency conditions as described in Section 15(d) of this ordinance.

2 These are supervisory, professional, and administrative classes that are exempt from overtime compensation, but which the City compensates for overtime at the straight (1.0x) time rate.

3 These are non-exempt classes that receive overtime compensation at the one and one-half (1.5x) time rate.

4 These non-exempt classes work an average bi-weekly work schedule of 84 hours and, therefore, receive overtime compensation at the one and one-half (1.5x) time rate.

Appointing authorities are prohibited from changing employee work schedules to avoid the payment of overtime.

For purposes of determining overtime pay rates for non-exempt employees, the regular hourly rate of pay shall be used.

Any employee in a class which has been allocated to Overtime Code 4 (non-exempt) in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the one and one half (1.5x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or

work cycle for all non-exempt (Code 4) positions in the work unit. Whenever a non-exempt (Code 4) employee works in excess of forty (40) hours in a work week, the employee will be paid at the one and one half time (1.5x) rate. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty-four (84) for full-time employment. The regular hourly rate of pay for a non-exempt (Code 4) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period. In addition to the actual hours worked, only paid vacation, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Any employee in a class which has been allocated to Overtime Code 3 (non-exempt) in this ordinance shall be compensated for overtime work in accordance with the provisions of this section. Each appointing authority shall designate and submit to the Director of Personnel the official work week and schedule or work cycle for all non-exempt positions in the work unit. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment.

Whenever an Overtime Code 3 employee whose pay matrix is in Section 2(a) or 2(b), works hours in excess of the maximum established for an official work week or work cycle, usually forty (40) hours in a work week such hours shall be paid at the one and-one-half time (1.5x) rate. In addition to the actual hours worked, only paid vacation, compensatory time,

jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation.

Overtime Code 3 employees whose pay matrix is in Section 2(c) of this ordinance who are working a nineteen (19) day work cycle are eligible to receive overtime after one hundred forty-four (144) hours are worked in a work cycle, except that the Fire Division shall pay overtime for emergency work at the end of a shift or emergency work required on a separate, non-scheduled day, even if the total number of hours worked in the work cycle is not in excess of one hundred forty-four (144) hours. These employees shall not receive additional compensation for regularly scheduled hours in excess of one hundred forty-four (144) hours if they do not actually work more than one hundred forty-four (144) hours in the work cycle; provided however, that in addition to the actual hours worked, jury leave, vacation leave, compensatory time and "O" days shall count as hours worked for the purpose of determining eligibility for overtime compensation. Days scheduled off to reduce average work week to fifty-two (52) hours, compensatory time, vacation, “O” days, and holiday time shall be scheduled consistent with a reasonable vacation and holiday leave policy to avoid the necessity of actually working more than one hundred forty-four (144) hours during any work cycle.

Police Officer Trainees, Police Probationary Officers and Police Officers – whose pay is established in Section 2(d) of this ordinance shall be paid overtime, defined as one and one-

half time (1.5x) the employee's regular standard rate of pay, for all hours worked in excess of their eight (8) hour work day or any hours worked on a scheduled day off. Only hours actually worked shall count toward overtime pay.

Police Sergeants – whose salary is established in Section 2(d) of this ordinance shall be paid overtime, as defined as one and one-half time (1.5x) the employee's regular standard rate of pay, for all hours actually worked in excess of one hundred sixty (160) hours in a twenty eight (28) day work period. In addition to hours physically worked, holidays, discretionary holidays, and sick-injured time shall count toward the 160 hour threshold during the 28 day period that must be met to earn overtime. These employees shall receive additional compensation for authorized overtime, court time, and court standby time whenever the total accumulated time exceeds forty (40) hours.

(b) Any employee in a class which has been allocated to Overtime Code 2 in Section 1(a) of this ordinance shall be compensated for overtime by granting the employee pay or compensatory time off at the straight (1.0x) time rate. Each appointing authority shall designate and submit to the Director of Personnel the official work week or work cycle, which is usually forty (40) hours, for all exempt (Code 2) positions in the work unit. Whenever a full-time employee in an exempt (Code 2) position is directed by management, with the approval of the appointing authority, to work hours in excess of the maximum established for an official work week or work cycle it shall be considered overtime. In addition to the actual

hours worked, only paid vacation time, compensatory time, jury leave, and holidays shall count as hours worked for the purpose of determining eligibility for overtime compensation. Straight time (1.0x) overtime shall be compensated at the employee's regular hourly rate of pay, or by granting the eligible employee compensatory time off at the rate of one (1) hour for each hour of overtime worked. The average number of scheduled hours in a bi-weekly pay period shall not be less than eighty (80) for full-time employment. The regular hourly rate of pay for an exempt (Code 2) bi-weekly paid employee shall be determined by dividing the employee's regular bi-weekly rate of pay by the average number of regularly scheduled hours of work in a bi-weekly pay period.

(c) Part-time bi-weekly paid employees and employees paid on an hourly or per performance basis shall be compensated for overtime work in accordance with the overtime provisions of this section and with consideration for community practices in compensating similar employment.

(d) An appointing authority may compensate Overtime Code 1 employees at the straight-time (1.0x) rate, when both of the following conditions exist: 1) the Mayor of the City of St. Louis declares an emergency due to serious and protracted conditions which threaten continuous City Service, preservation of public peace, health, or safety, and 2) the appointing authority directs an employee or group of employees to work in excess of forty (40) hours per

week. The appointing authority shall maintain attendance records of the assignment(s) and submit such records at the request of the Director of Personnel.

(e) Employees who wish to use compensatory time earned in lieu of pay must make their request in writing at least twenty-four (24) hours in advance of the day or days requested. The appointing authority shall keep in mind the staffing needs of the department when granting time off, but in any case time off will not be unreasonably denied.

Pay shall be the regular method of compensation for recorded overtime hours of work for employees in classes with Overtime Code 3 and Overtime Code 4. However, an appointing authority shall compensate a non-exempt bi-weekly paid employee for overtime work by granting the employee compensatory time off in lieu of pay only if the employee requests compensatory time, in writing.

Employees engaged in public safety, emergency response or seasonal activity as defined by the Director of Personnel may have a maximum balance of two hundred forty (240) hours of compensatory time; except that Police Officer Trainees, Police Probationary Officers, Police Officers, and Police Sergeants shall only be allowed to accumulate up to forty (40) hours of compensatory time. All other employees are allowed a maximum balance of one hundred twenty (120) hours of compensatory time excluding compensatory time earned for working on a holiday. These maximum balances of compensatory time shall apply to

employees working an average work week of forty (40) hours; the maximum balance of compensatory time for employees whose average work week is more or less than forty (40) hours shall be proportionate. No provision of this section establishing a maximum balance of compensatory time shall serve to cancel any compensatory time due to an employee or to deny an employee payment for recorded compensatory time earned in accordance with the provisions of the compensation ordinance in effect at the time the compensatory time was earned.

Each appointing authority shall establish procedures to assure that non-exempt employees are promptly granted time off when such employees request to use their earned compensatory time. Appointing authorities may not deny non-exempt employees' requests for earned compensatory time off except when such approval would create an extreme business hardship. For employees occupying the position of Police Officer Trainee, Probationary Police Officer, and Police Officer compensatory time may be used at such times and in such blocks as are mutually agreed upon between the supervisor and the employee and it shall not be unreasonably denied by the supervisor if operating requirements will not be adversely effected. When an appointing authority determines that the work schedule of the organization will not permit the granting of such time off, the appointing authority shall pay the employee in that same pay period for all or a portion equivalent to the time requested of the employee's accrued compensatory time. This provision requiring the prompt granting of requested time off applies only to compensatory time that is earned as a result of the

employee working overtime; it does not apply to compensatory time earned as a result of an incentive program or bonus award program.

Compensatory time earned by exempt employees shall be granted at the discretion of the appointing authority and upon request of the employee.

(f) Before an employee is transferred, promoted or demoted from a position under one appointing authority to a position under another appointing authority or to another unit with a different appropriation, all compensatory time shall be granted or paid. Upon termination all compensatory time shall be paid. Upon the death of an employee, the person or persons entitled by law to receive any compensation due to the employee shall be paid any amount due to the employee on the date of death.

(g) All departments shall keep daily attendance records of classified employees and shall submit periodic reports of: 1) unexcused absences and leaves; 2) overtime earned, granted, and paid; or 3) the non-occurrence of same to the Director of Personnel in the form and on the dates specified.

SECTION 16.

HOLIDAYS

(a) Classified employees working full-time who are paid a bi-weekly rate shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following designated holidays:

DATE	**HOLIDAY**
January 1	New Years Day
Third Monday in January	Rev. Martin Luther King Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

In addition to the above enumerated designated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay as established by this Section 16 on any day or partial day the Mayor declares by proclamation the closing of City offices.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) or 2(b) of this compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St. Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) In addition to the above ten (10) designated holidays, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013 shall receive five (5) personal (discretionary) holidays which shall be scheduled in accordance with department policies; Police Division

civilian employees hired on or after September 1, 2013 shall receive no personal (discretionary) holidays.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013 will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(a) or 2(b) of this ordinance who were employed by the Board of Police Commissioners immediately prior to September 1, 2013 who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(c) In addition to the above ten (10) designated holidays, employees in Section 2(d) shall receive an additional five (5) personal holidays which shall be scheduled in accordance with Police Division policies.

In addition to pay for hours physically worked on an official holiday, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance will receive four (4) hours of compensatory time if they are required to work a full eight (8) hour shift that begins on any of the following days:

January 1

Last Monday in May

July 4

First Monday in September

Fourth Thursday in November

December 25

In addition to any pay for hours physically worked, including any overtime to which the employee is entitled under the pay ordinance, employees in Section 2(d) of this ordinance and Police Officer Trainees, who are required to work the afternoon, evening overlay, or night watch on December 31 will receive four (4) hours of compensatory time.

(d) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of Personnel. When full-time employees, whose pay is established in Section 2(a) or 2(b) of this compensation ordinance, excluding employees of the Police Division, are required to work on a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift. When full time bi-weekly rate employees of the Police Division whose pay is established in 2(a), 2(b) or 2(d) are required to work on a holiday, they shall be entitled to leave with pay on another date designated by the appointing authority in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.

Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

Employees of the EMS Service, whose positions are classified as EMS Dispatcher, EMS Lead Dispatcher, EMT, Paramedic, or Paramedic Crew Chief, will be compensated with

pay in lieu of compensatory time for all holidays and receive twelve (12) hours of personal day leave.

If an employee is docked from the payroll for one hour or more on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday, or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly rate employees shall be compensated for holidays in proportion to the percentage of time they are regularly scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation, except as otherwise provided in this ordinance.

In the event that the holiday schedule established in this Section 16 is revised, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Federal law or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be

designed to treat employees in the same manner who work substantially equivalent work schedules.

Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 3 shall be entitled to one hundred twenty (120) hours of compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 1 or 2 shall be entitled to one hundred four (104) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Because of the necessity of maintaining the work schedule of such employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for such employees who are regularly required to work on holidays. Such procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(c) of this ordinance shall receive five (5) days of paid leave which shall be referred to as "O" Days.

SECTION 17.

VACATION

Vacation leave with pay shall be granted to employees paid a bi-weekly rate in permanent competitive positions working fifty percent (50%) time or more. There shall be no advancement of paid vacation leave. The Director of Personnel may establish additional guidelines and policies to govern the administration of vacation leave benefits in the Classified Service.

(a) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date before April 23, 1989 as follows. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)		PAY ESTABLISHED IN SECTION 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	5	130	3	78
5 but less than 10 years	6	156	5	130
10 but less than 15 years	7	182	6	156
15 but less than 20 years	8	208	7	182
20 or more years	9	234	8	208

Employees employed before July 18, 2010 whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(b) Vacation hours shall be granted to employees whose pay is established in Section 2(a), 2(b) or 2(c) with an appointment date on or after April 23, 1989 as follows. This excludes all civilian employees who were employed by the Board of Police Commissioners prior to September 1, 2013.

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(c)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 5 years	3	78
5 but less than 10 years	5	130
10 but less than 15 years	6	156
15 but less than 20 years	7	182

20 or more years	8	208

Employees employed before July 18, 2010 whose pay is established in Section 2(a), 2(b) or 2(c) of this ordinance completing five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service shall have forty (40) hours of vacation added to their existing balance. This excludes all civilian employees hired by the Board of Police Commissioners prior to September 1, 2013.

(c) Employees employed on or after July 18, 2010 will not have the 40 hours added to their vacation balance upon completion of five (5) years of cumulative service, ten (10) years of cumulative service, fifteen (15) years of cumulative service, or twenty (20) years of cumulative service.

(d) Employees whose pay is established in Section 2(a) or 2(b) employed by the Board of Police Commissioners immediately prior to September 1, 2013, employed by the City on September 1, 2013 and continuously employed by the City shall accrue vacation hours as follows:

PAY ESTABLISHED IN SECTION	

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)		
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	
1 but less than 12 years	4.62	120.12	
12 but less than 21 years	6.16	160.16	
21 but less than 30 years	7.70	200.20	
30 or more years	9.24	240.24	

(e) Police Division employees whose pay is established in Section 2(a) or 2(b) who were hired on or after September 1, 2013 shall accrue vacation hours as listed below:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b)		
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent	
1 but less than 5 years	3	78	
5 but less than 10 years	5	130	
10 but less than 15 years	6	156	
15 but less than 20 years	7	182	
20 or more years	8	208	

(f) Employees whose pay is established in Section 2(d) of this ordinance and employees whose pay is established in Section 2(a) or 2(b) and were employed by the Board of Police Commissioners immediately prior to September 1, 2013 and remain so employed shall earn vacation time in accordance with the following schedule on employment anniversary dates as follows:

	PAY ESTABLISHED IN SECTION 2(a) or 2(b) or 2(d)	
Length of Cumulative Service	Bi-Weekly Accrual Rates	Annual Equivalent
1 but less than 12 years	4.62	120.12
12 but less than 21 years	6.16	160.16
21 but less than 30 years	7.70	200.20
30 or more years	9.24	240.24

(1) For employees whose pay is established in Section 2(d), forty (40) hours of vacation leave may be taken in one (1) hour increments.

(2) Vacation time is accrued on a bi-weekly basis. No employee will be entitled to or allowed to take any vacation until ninety (90) days of continuous employment from the date of employment.

(g) All references in this ordinance, except as otherwise noted, to accrual rates, additions to, and accrual maximums for vacation are for employees working a scheduled work week of forty (40) hours. Vacation rates, additions and maximums shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. When an eligible employee's scheduled work week is changed, the employee's rate of accrual shall be changed proportionately. All references in this ordinance to cumulative service for vacation shall mean cumulative service without a break in service of more than one year, except as provided otherwise in this ordinance. No employee who works less than fifty percent (50%) time or who is serving in a limited-term position shall be eligible to accrue vacation.

(h) (1) The maximum vacation balance for those working an average work week of forty (40) hours shall be six hundred (600) hours, except by written request of an appointing authority and with prior approval of the Director of Personnel. Vacation accrual maximums for those working more or less than forty (40) hours per week, but at least fifty percent (50%) time shall be proportionate to the number of hours worked in a bi-weekly pay period.

(2) When an employee's full-time average work week is changed, the maximum vacation balance shall be changed proportionately. In addition, the employee shall have his/her current vacation balance adjusted so that the vacation shall maintain the same position relative to the new maximum balance as existed with the employee's previous maximum balance.

(3) Accrual of vacation shall cease when an employee accumulates the maximum vacation balance established for the assigned work schedule and shall not resume until the vacation balance is less than the maximum amount.

(i) Accrual of vacation shall begin and be credited upon the first bi-weekly pay period and each pay period thereafter but employees must complete the entire pay period to accrue the vacation leave at the end of said pay period:

(1) of appointment;

(2) of return to duty from leave of absence;

(3) of restoration to employment of one-half (50%) time or more.

Vacation leave shall be granted in whole hour units. On termination of service, any fractional hour shall be made whole. The accrual of vacation leave shall cease at the employee's last day at work.

(j) Appointing authorities shall be responsible for establishing all vacation leave schedules, but may not discipline employees by imposing unusual vacation schedules. Vacation shall be granted to the employee as provided by this ordinance in one of the following ways:

(1) When the employee requests vacation leave in accordance with departmental policies;

(2) When directed to take paid time off by the appointing authority;

(3) When an employee is terminated or resigns from the Classified Service;

(4) When an employee whose salary is established in Sections 2(a), 2(b), 2(c) or 2(d) reaches the established maximum accrual and would cease accruing vacation, and notifies the appointing authority in writing of his/her intention to schedule vacation. Such notice shall be at least seven (7) days prior to the first work day the employee intends to take

off. If the appointing authority fails to establish a different vacation schedule, the employee may take the paid leave, which was proposed in writing.

(5) With the approval of the appointing authority, an employee may request and receive payment from the appointing authority for forty (40) hours of vacation accrual in lieu of scheduling paid leave provided that the full vacation allowance for that year is not exceeded. This may be done a maximum of once in each calendar year. Management employees may request payment from the appointing authority for up to an additional forty (40) hours of their vacation accrual balances in lieu of scheduling paid leave if their schedules do not permit them to be absent from work. Employees whose pay is established in Section 2(c) of this ordinance may request payment for up to ninety-six (96) hours of vacation. These requests are subject to the prior approval of the Director of Personnel.

(k) During the first twelve (12) months of employment, unless stated otherwise in this ordinance, accrued vacation may be granted to an employee provided that the employee has completed six (6) months of continuous service. When employment is terminated before completing twelve (12) months of continuous service, any previously granted vacation leave shall be deducted from the employee's final pay. When the service of an employee is terminated after twelve (12) months of continuous service, any accumulated vacation that is due the employee shall be paid.

(l) Employees who separate from the Classified Service, who are certified from a reemployment list, and who return to the Classified Service within twenty-four (24) months of the separation, will be given credit for prior continuous service in determining the vacation accrual rate in accordance with Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the date of the employee's original appointment.

(m) Employees who move to the Classified Service from the Unclassified Service shall be given credit for the years of service in the Unclassified Service in determining the vacation accrual rate in accordance with Section 17(a) or 17(b) of this ordinance and based on the date of the employee's original appointment.

(n) Employees who return to work from a "reemployment from layoff" eligible list shall be eligible to use vacation as soon as it is accrued, unless stated otherwise in this ordinance, provided the employee has completed six (6) months of continuous service prior to the layoff and with approval of the appointing authority. An employee who has completed less than six (6) months of continuous service will be required to complete the remaining portion of the six (6) months period before being eligible to use vacation.

Any such reemployed worker shall be given credit for prior continuous service in determining the employee's vacation accrual rate in accordance with the schedule established in Section 17(a), 17(b), 17(d), 17(e) or 17(f) of this ordinance and based on the employee's

original appointment. A Commissioned Officer who retires and is rehired as a civilian employee will be considered a new employee for vacation purposes.

(o) Appointing authorities shall be responsible for the management of their vacation schedules so as to most effectively administer their organizations and fulfill the desire of employees in the establishment of leave schedules.

(p) Accrued vacation shall be carried with an employee when transferred, promoted, or demoted from a position under one appointing authority to a position under another appointing authority without a break in service or change in method of pay. Upon the death of an employee, the person or persons entitled by law to receive any compensation due the employee shall be paid the amount due the employee for accrued vacation.

(q) With the approval of the appointing authority, a retiring employee may be paid on the payroll for accrued vacation in the month prior to retirement without inclusion in the employee's final average compensation. An appointing authority may pay previously accrued vacation off in a lump sum to an employee whose service with the City has terminated. Such payment shall be made on the employee's last regular paycheck.

(r) Employees occupying excepted positions in the Classified Service shall be granted vacation at the discretion of their appointing authority. An employee whose term in an

excepted position ends and who is then appointed to a permanent competitive position working fifty percent (50%) time or more shall become eligible to accrue vacation leave with pay upon appointment to the competitive position. Length of cumulative service for the purpose of determining rate of vacation leave accrual shall be based on the employee's original date of appointment to the excepted position, providing there was no break in service between expiration of the excepted position and appointment to the permanent competitive position. The date of appointment to the permanent competitive position shall be used to determine the appropriate rate of vacation accrual for the corresponding length of cumulative service in accordance with the schedule established in Section 17(b).

(s) Appointing authorities shall report leave with pay for vacation and such other authorized absences as the Director of Personnel shall designate to the Department of Personnel in such form and at such time as the Director of Personnel may require.

SECTION 18.

SICK LEAVE

(a) Employees (non-Police Division employees) ceased accruing sick leave beginning July 18, 2010. Employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to September 1, 2013, employed by the City on September 1, 2013 and continuously employed by the City ceased accruing sick leave on June 30, 2014. An

employee may choose to use his/her sick leave in accordance with regulations established by the Director of Personnel.

(b) An active employee who is a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis, and who applies for retirement and immediately retires from active service, shall receive payment for his/her sick leave balance less any sick leave credited or paid to a member or used in the calculation of retirement benefits under this or any other ordinance(s). If the Employees Retirement System or Firemen's Retirement System provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be limited to a maximum of fifty percent (50%) of the value of the employee's sick leave balance. If the Employees Retirement System of the City of St. Louis provides for sick leave to be credited or paid to a member or used in the calculation of retirement benefits, this payment shall be fifty percent (50%) of the value of the employee's sick leave balance at time of retirement.

(c) If a member of the Employees Retirement System or the Firemen's Retirement System of the City of St. Louis who had been otherwise eligible for Normal or Early Service Retirement dies his/her estate may receive payment based on the calculation above on the employee's sick leave balance, if any. Payment shall be made in accordance with the procedures established by the Director of Personnel.

(d) An employee who is reemployed from an authorized layoff shall have his/her prior sick leave balance if any restored, provided this balance has not be used in the determination of pension benefits paid to the retiree.

(e) Commissioned officers will be granted sick leave at the rate of 3.70 hours bi-weekly. In addition, military reinstatements will be credited, on the date of their reinstatement, with the number of sick leave credits accumulated prior to entering the military. Officers hired prior to April 20, 2011 may earn and bank sick leave hours on an unlimited basis until termination from the Division.

(f) Commissioned officers hired prior to April 20, 2011 with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Officers hired prior to April 20, 2011 who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other officers hired prior to April 20, 2011 terminating their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(g) Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners prior to April 20, 2011 and continuously employed by the City with thirty (30) years of service and possessing 2,200 accrued sick leave hours, will receive compensation for one-half of their accumulated sick leave hours. Employees in Section 2(a) or 2(b) formerly employed by the Board of Police Commissioners hired prior to April 20, 2011 and continuously employed by the City who have at least twenty (20) years of service who possess 1,600 accrued sick leave hours, will receive compensation for one-fourth of their accumulated sick leave hours, and also receive 173.33 hour pay (2080 hours divided by 12). All other employees in Section 2(a) or 2(b) employed by the Board of Police Commissioners prior to April 20, 2011 and continuously employed by the City who terminate their employment with the Division will receive compensation for one-fourth of their accumulated sick leave hours at the time of termination. These benefits are not granted to employees who have pled guilty, been found guilty or otherwise convicted of a crime prior to termination.

(h) All Commissioned officers, excluding Police Officer Trainees, shall accumulate sick bonus time.

(i) There shall be no advancement of paid sick leave. Sick leave shall be paid at full pay at the current rate of compensation.

SECTION 19.

MEDICAL LEAVE

(a) Medical leave with pay shall be granted to bi-weekly rate employees in permanent competitive positions working fifty percent (50%) time or more in accordance with regulations and procedures established by the Director of Personnel.

(1) All employees, unless otherwise stated in this ordinance, shall accrue three (3) hours of medical leave for each bi-weekly pay period of employment but must complete the entire pay period to accrue the medical leave at the end of said pay period. This accrual rate is established for employees working an average work week of forty (40) hours. Medical leave shall be computed on a proportionate basis for employees whose average work week is more or less than forty (40) hours. An eligible employee may be granted paid medical leave by his/her appointing authority after completing twenty-six (26) weeks of continuous service.

(2) Employees in Section 2(a) or 2(b) hired by the Police Division on or after September 1, 2013 shall accrue medical leave as stated above in Section 19(a)(1).

(3) Employees in Section 2(a) or 2(b) hired by the Board of Police Commissioners before September 1, 2013 shall be entitled to all of the sick and medical leave accrued during such employment. Subject to the provisions of Section 19(a), medical leave with pay shall be granted at the rate of 3.70 hours bi-weekly to employees in Section 2(a) or 2(b) hired by the

Board of Police Commissioners before September 1, 2013, employed by the City and continuously employed by the City on September 1, 2013.

(b) The Director of Personnel may establish a system of cash awards, paid time off or other incentives to reward employees for perfect and near perfect attendance.

(c) An appointing authority shall remove an employee from the payroll for unexcused absence in accordance with regulations and procedures established by the Director of Personnel. When an employee is docked from the payroll under the provisions of this section, the amount deducted from his/her regular bi-weekly rate of pay shall be one times (1.0x) the regular hourly rate as defined in this ordinance for each hour of unexcused absence. If an employee is docked from the payroll for one (1) hour or more in a bi-weekly pay period, he/she will cease to accrue medical leave for the pay period.

(d) If management decides to send their employees or a group of employees home due to inclement weather, they will not lose their medical leave accrual for that pay period.

(e) All leave with or without pay for illness, injury, or physical inability to perform assigned duties shall be recorded on the payroll or a subsidiary document in the manner established by the Director of Personnel. Compensation for periods of absence from work

when an employee sustains an injury by accident on the job shall be governed by the provisions of Section 25 (Workers' Compensation and Disability Leave) of this ordinance.

(f) An employee who is reemployed from an authorized layoff shall have his/her prior medical leave balance and sick leave balance restored if any, provided any sick leave balance has not been credited to the employee's length of service in determining pension benefits paid to the retiree. An employee who is reemployed from an authorized layoff and who has a medical and/or sick leave balance and who completed twenty-six (26) weeks of continuous employment prior to the layoff may take approved medical and/or sick leave upon reemployment.

(g) Each appointing authority shall institute procedures, in accordance with regulations established by the Director of Personnel that will discourage the improper use of medical leave with pay. When an employee is removed from the payroll for absence not approved by the appointing authority, the employee shall be notified promptly in writing.

(h) Employees shall not receive payment for any medical leave balance and it shall not be used in the calculation of retirement benefits or payments under this ordinance or any other ordinance.

(i) There shall be no advancement of medical leave.

SECTION 20.

MILITARY LEAVE

The City of St. Louis will follow all applicable state and federal laws on the granting of military leave and reemployment rights.

Each employee is required to give advance notice (at least 30 days prior to departure when feasible), preferably in writing, of service obligation or intention to perform services in the uniformed services, unless such notice is prevented by military necessity, as determined by a designated authority, or impossible or unreasonable under all of the circumstances.

Upon the expiration of military leave of absence, the employee shall be reinstated to the class of position he/she occupied at the time the leave was granted without breaking continuity of service. Failure of an employee to report for duty within the time pursuant to state or federal law shall be just cause for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee upon his/her return.

Full-time, permanent employees paid a bi-weekly rate of pay who are called to active duty as a member of the National Guard or any reserve component of the Armed Forces of the United States and who are placed on a military leave of absence will be granted compensation

in the amount to offset the difference between the employee's gross bi-weekly pay with the City and his/her total military pay plus allowances if such military pay and allowances is less than the employee's regular gross bi-weekly rate of pay and subject to submission of documentation as required by the Director of Personnel.

SECTION 21.

LEAVES OF ABSENCE AND FAMILY/MEDICAL LEAVE

An employee may request a leave of absence, or an appointing authority may request a leave of absence for an employee, for any reason under the City's general leave policy, or a "Family/Medical Leave of Absence" for certain qualifying reasons under provisions of "The Family and Medical Leave Act of 1993" as provided in this ordinance and under additional provisions and regulations as determined by the Director of Personnel.

(a) An appointing authority, with the approval of the Director of Personnel, may grant an employee in a competitive position a general leave of absence without pay for a period of one year, which may be extended, with the prior approval of the Director of Personnel.

Upon the expiration of such leave of absence, the employee shall be reinstated to the competitive position he/she occupied at the time the leave was granted provided the position is still in existence and he/she is able to perform the duties of the position. The employee

shall be reinstated to the competitive position at the same relative rate in the salary range the employee occupied at the time the leave was initiated. Failure of an employee to report for duty promptly at the expiration of the leave shall be just cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee on leave other than military leave or qualifying family/medical leave may be notified by the appointing authority, with the approval of the Director of Personnel, to return prior to the expiration of such leave. Failure of the employee to return within ten (10) calendar days after receipt of such notice shall terminate his/her leave of absence and be just cause for dismissal, subject to any applicable federal, state or local regulations.

(b) The City of St. Louis will follow all applicable state and federal laws on the granting of family/medical leave.

The Director of Personnel shall establish additional rules, guidelines and procedures for the effective administration of the City's "Family/Medical Leave Policy." The policy shall comply with all provisions of the "Family/Medical Leave Act of 1993" and any amendments thereafter.

Employees must take all of their accrued time (sick leave, medical leave, vacation leave) prior to being placed on leave without pay status for approved Family and Medical Leave, except employees can keep one (1) week of vacation hours (if they have accrued one

(1) week of vacation and are eligible to take them). Employees will be allowed to use all their compensatory time, if requested by employee.

(c) Any employee in a competitive position who is appointed to an excepted position in the Classified Service shall be granted an in-service leave without pay from the competitive position during the term to which he/she is appointed to the excepted position. Such leave shall be for the term of the appointment to the excepted position and until his/her successor qualifies. Upon the expiration of the appointment to the excepted position, the employee shall be reinstated to the competitive position he/she occupied immediately prior to the in-service leave. The employee shall be reinstated to the competitive position as under a temporary promotion pursuant to Section 6(a)(2) of this ordinance. Employees who are returned to a competitive position shall retain any vacation, compensatory time, sick leave, or medical leave balance in effect at the time of granting of the leave of absence for appointment to the excepted position. Employees shall be given credit for time spent in an excepted appointment in computing eligibility for additional vacation leave accrual.

(d) In the event that emergency conditions occur which require the closing of City-operated facilities or the temporary cessation of functions carried out by classified employees, the Mayor of the City of St. Louis may declare an emergency and require an employee or group of employees to take leaves of absence with or without pay while such emergency conditions exist. In the event that the Mayor requires that the leave of absence be without

pay, an employee with vacation or accrued compensatory time may elect to take the accrued time off with pay in lieu of all or a part of such non-paid leave of absence. Such non-paid leave of absence shall not interrupt continuity of service for vacation accrual. An emergency leave of absence declared by the Mayor shall not exceed ninety (90) days.

(e) Employees who are granted general leaves of absence and other non-paid leaves of absence, except military leave, must take all accrued vacation at the start of the leave of absence. Employees who are granted or placed on a non-paid leave of absence will not accrue vacation, sick leave, and medical leave during the period of non-paid leave. Upon the expiration of such leaves of absence, the employee shall follow the procedures as established in this Section 21 and any other applicable regulations and procedures as established by the Director of Personnel.

(f) An appointing authority, with the prior approval of the Director of Personnel, may put an employee on a forced leave of absence with or without pay pending the outcome of an investigation or of a pending disciplinary action against the employee. Employees being placed on forced leave may elect to be placed on either vacation leave or compensatory time.

(g) In the event that a fiscal crisis occurs in the City of St. Louis, employees may request voluntary furloughs. The Director of Personnel may issue regulations to govern the furlough program.

SECTION 22.

INSURANCE BENEFITS

The City of St. Louis is hereby authorized to devise and establish by contract or otherwise plans for life, health, medical, disability, and other insurance coverage deemed necessary for employees in the Classified Service and other employees for the City and their dependents. The Director of Personnel shall develop and administer programs to provide for such coverage. The Director of Personnel shall confer with the Board of Estimate and Apportionment by February 1st of each year regarding coverage plans and the appropriate funding level. The Director shall then be charged with the responsibility of establishing the applicable funding level and remittance rates for the aforementioned plans and certify same to the Comptroller and Budget Director by March 1st of each year. The Director of Personnel may amend said rates as needed.

SECTION 23.

DEATH BENEFIT

In the event any employee of the City whose pay is established by this ordinance dies as a result of injuries arising out of and in the course of his/her employment by the City, the City shall pay compensation in accordance with the Missouri Workers' Compensation Law.

The Director of Personnel and the City Counselor shall establish procedures for making the payments required by the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made. Such compensation shall be in addition to any life insurance benefits paid for by the City or by the employee which is available to the employee's beneficiaries and also in addition to any benefit provided by the Employees Retirement System of the City of St. Louis, the Firemen's Retirement System of the City of St. Louis, or the Firefighters Retirement Plan.

SECTION 24.

WORKERS' COMPENSATION AND DISABILITY LEAVE

(a) Any employee in the Classified Service whose class title and grade are established in Section 1(a) and denoted by the suffix "G," "M," "T" or "E" of this ordinance, including employees who are compensated on a per performance or unit of work basis, who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where an employee's duties are being performed or where an employee's presence is required as part of his/her employment, shall promptly report such injury by accident or occupational disease to his/her immediate supervisor. The supervisor shall in turn report, through the appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. The appointing

authority shall promptly provide such written information and recommendations as may be requested by the City Counselor to aid in making the determination of the period of disability.

The employee who suffers a personal injury as described in part (a) of this section, and which results in temporary disability, may elect to use sick or medical leave for the first three (3) days of temporary disability. Thereafter, the employee will be compensated at the rate mandated by the Missouri Workers' Compensation Law. If the period of disability extends fourteen (14) calendar days or more, the three (3) days of sick or medical leave used during the first three (3) days of disability will be restored to the employee's sick or medical leave balance. The City Counselor shall determine the actual amount of compensation and length of time during which payments are made for such temporary disability in accordance with the Missouri Workers' Compensation Law.

(b) (1) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease while engaged in actual fire suppression, or related emergency response activities on or about the premises where these activities are being performed, or during transportation to and from the scene of the fire, or emergency, shall promptly report such injury to his/her immediate supervisor. The injury shall be promptly reported through appropriate management personnel to the Director of Personnel and the City Counselor. During the period of temporary disability which has been determined

by the City Counselor to be a result of an injury by accident or occupational disease as defined above, the employee may be continued on the payroll at the regular bi-weekly rate less any amount the employee would otherwise pay in taxes on that portion of the benefit found to be exempt from taxation under the Missouri Workers' Compensation Law, or the federal tax code. Disability leave may also be granted when an employee suffers injury as a result of participation in Training Simulation of an exceptional and highly dangerous nature wherein the appointing authority or the Director of the Department of Public Safety has gained the approval of the Director of Personnel prior to such Training Simulation.

(2) Any employee in the competitive service whose class title and grade are established in Section 1(a) of this ordinance and denoted by the suffix "F" who shall suffer personal injury by accident or occupational disease arising out of and in the regular course of employment while engaged in or about the premises where his/her duties are being performed, except as otherwise provided in Section 25(b)(1) above shall likewise, promptly report such injury to his/her immediate supervisor, who shall report, through his/her appointing authority, all facts concerning the incident to the City Counselor and the Director of Personnel. During any such period of temporary disability, the employee shall be entitled to workers' compensation benefits as prescribed by State Law.

(3) Employees in the competitive service whose pay is established in Section 2(d) of this ordinance who suffer personal injury by accident or occupational disease arising out of

and in the regular course of employment shall receive compensation in accordance with Police Division policies. Employees in the competitive service whose pay is established in Section 2(a) or 2(b) of this ordinance and who were employed by the Board of Police Commissioners and who remain employed by the Police Division who suffer personal injury by accident or occupational disease arising out of and in the regular course of employment shall receive compensation in accordance with Police Division policies.

(c) The City Counselor, the Director of Personnel, or the appointing authority may require an employee to undergo a physical examination and medical or surgical treatment at the expense of the City to diagnose and treat injuries or illnesses arising out of employment.

(d) The City Counselor and the Comptroller shall establish procedures for paying compensation to employees or former employees who are permanently disabled and due compensation under the Missouri Workers' Compensation Law. The Comptroller shall designate the fund or appropriation out of which such payment shall be made.

(e) The City Counselor and the Director of Personnel shall be responsible for the administration of the provisions of this Section and shall establish and publish procedural regulations for the administration of the program. Each appointing authority shall establish procedures to comply with the provisions of this section and established regulations.

SECTION 25.

JURY AND WITNESS LEAVE

(a) Jury leave with pay shall be granted to bi-weekly rate employees working fifty percent (50%) time or more for such time when such employees are serving as jurors pursuant to order of the St. Louis Circuit Court or United States District Court in St. Louis. Any bi-weekly rate employee, when so summoned for jury service, shall report such fact within seventy-two (72) hours to his/her appointing authority and display to the appointing authority the summons which the employee has received and shall give the appointing authority in writing the date and the time of such jury service. No bi-weekly rate employee shall receive any compensation from the Jury Commissioner or the United States District Court system for jury service for days the employee receives compensation from the City. A bi-weekly rate employee may keep the jury stipend for days when the employee receives no compensation from the City (off days, docks, leaves, etc.). Upon being discharged from serving as a juror by the Court or Jury Commissioner, the employee shall forthwith report to his/her appointing authority if discharged during their normally scheduled work hours and shall submit to his/her appointing authority a written statement from the Jury Commissioner certifying that the employee has served as a juror and the time and date so served. The appointing authority shall, upon receipt of the statement of jury service, credit the employee with paid jury leave for such service.

(b) Leave with pay shall be granted to bi-weekly rate employees for such time when the employee's presence is required by the prosecutor in a criminal proceeding or grand jury procedure, a trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-weekly rate employee, when so subpoenaed as a prosecution witness or whose presence is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72) hours to his/her appointing authority and shall give the appointing authority in writing the date and time his/her presence is required for such criminal prosecution. Each appointing authority shall establish controls to assure that any paid leave is actually required by the prosecuting authority. An appointing authority may require an employee to furnish satisfactory evidence of being required to be off the job and that all time off was in connection with the prosecution of the case. This procedure shall apply for employee participation in criminal prosecution in State or Federal Courts.

SECTION 26.

DEFERRED COMPENSATION

(a) Authority is hereby granted for the establishment of a deferred compensation plan for the City of St. Louis.

(b) In accordance with the regulations applicable to the plan, as set out herein, the Comptroller is authorized to enter into an agreement with eligible participants, whereby said

participants may designate a portion of their future earnings to be deducted by the City and placed in a fund to be designated "City of St. Louis Deferred Compensation Plan Fund" for the purpose of providing tax deferred benefits to the participants upon retirement.

(c) The Board of Estimate and Apportionment is hereby authorized to establish or select a specific plan or plans in accordance with the requirements set out in this ordinance. In establishing the plan, the Board of Estimate and Apportionment may elect to retain outside parties to provide administrative and/or investment services after following competitive bidding procedures. The Board of Estimate and Apportionment is authorized, after analyzing the various competitive bids submitted in accordance with the requirements of this ordinance, to select the plan or plans it determines to meet the requirements established as a part of the competitive bidding procedures and to be in the best interest of the participants. No investment plan shall be considered unless offered by a duly licensed resident agent representing a company duly licensed and authorized by the State of Missouri and other applicable federal regulatory agencies to offer such insurance or investment programs.

In the event Federal or State legislation is changed in a manner affecting and/or relating to any of the aforementioned Deferred Compensation provisions contained in this Section, the Board of Estimate and Apportionment of the City of St. Louis may amend the deferred compensation plan accordingly and may execute any and all documents necessary to achieve and effectuate the recommended changes.

SECTION 27.

RETIREMENT

The following provisions shall apply to the Employees Retirement System:

(a) "Final Average Compensation" is equal to one-half of the sum of (1) and (2) below:

(1) The annual compensation received by a member for the two (2) consecutive years of creditable service in which the highest compensation was received preceding the termination of his/her employment, and

(2) The balance of a member's sick leave on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for and/or calculation of retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(b) If a member has less than two (2) consecutive years of creditable service his/her final average compensation shall be equal to the sum of (1) and (2) below, divided by (3) below and then multiplied by (4) below:

(1) The sum of monthly compensation received by the member for each consecutive month of creditable service immediately preceding the termination of his/her employment;

(2) The balance of a member's sick leave pay on the date of retirement *less* sick leave hours paid to the member upon termination of his/her employment and *less* sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, except that said balance cannot exceed twenty-five percent (25%) of a member's total sick leave on the date of retirement.

(3) The number of consecutive months of creditable service immediately preceding the termination of his/her employment, and

(4) Twelve (12).

The years of creditable service of a member shall be the number of years and completed full calendar months of service during which he/she receives compensation from the first day of the calendar month following the date of the beginning of each employment with an employer until his/her employment is terminated, subject to the provisions of this section. The years of creditable service of an employee (as that term is defined in Subsection

11 of Section Four of Ordinance 66511) hired after the operative date (as that term is defined in Subsection 18 of Section Four of Ordinance 66511) who had attained the age of sixty (60) years at initial employment shall be the number of years and completed months of service during which he/she receives compensation from October 1, 1988, and hereafter, from the first day on or after October 1, 1988, of the beginning of each employment with an employer until his/her employment is terminated. No creditable service shall be granted for any period of employment before October 1, 1988, after the calendar month in which the member attains age seventy (70). No creditable service for prior employment shall be granted an employee who becomes a member after April 1, 1960, unless he/she was employed by an employer on April 1, 1960.

A member's accrued sick leave balance less the sum of (a), (b) and (c) below shall be considered as additional creditable service for calculation of retirement benefits under any provision of this Ordinance 66511, as amended:

(a) Sick leave hours considered as creditable service for the purpose of determining eligibility for retirement benefits, and

(b) Sick leave hours paid to the member upon termination of his/her employment, and

(c) Sick leave hours used in determining final average compensation.

SECTION 28.

SEVERABILITY

The sections of this ordinance shall be severable. In the event that any section of this ordinance is found by a court of competent jurisdiction to be invalid, the remaining sections of this ordinance are valid, unless the court finds the valid sections of the ordinance are so essential and inseparably connected with and dependent upon the void section that it cannot be presumed that the Board of Aldermen would have enacted the valid sections without the void ones, or unless the court finds that the valid sections standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION 29.

REPEAL OF PREVIOUS ORDINANCES

Ordinance 70285 and all other ordinances or amendments, or parts thereof conflicting with the provisions of this ordinance are hereby repealed.

SECTION 30.

EMERGENCY CLAUSE

This ordinance being deemed necessary for the immediate preservation of the public peace, health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.

INDEX TO COMPENSATION ORDINANCE

This index is for general reference purposes and may not reference all provisions of this ordinance. For complete scope refer to specific provisions of this ordinance.

SECTION(S)

Alphabetical List of Classes 1
Attendance Record 14, 15
Changes to Classification Plan 11
Codes for Classes 1
Compensatory Time 15, 16
    For Overtime 15
    In Lieu of Holiday 16
    Maximum Balance 15
Continuous Service 7, 17
    For Salary Increase 7

For Vacation 17
Conversion to New Pay Schedule 9
Death Benefit 23
Deferred Compensation 26
Disability Leave 24
Education Reimbursement 3
Employment Cycle 15
Employment Schedule 15
Holidays 16
Employees Excluded ..... 2(j), 16
Hours of Work 14
Incentive and Award Program ..... 2(o)
Insurance Benefits 22
Jury Leave 25
Leaves of Absence 21
Emergency ..... 21(d)
Excepted Positions, Coverage of ..... 21(c)
Family/Medical 21
Forced ..... 21(f)
Interruption of Continuous Service ..... 7(b)
Medical Leave 19

Military Leave 20
Minimum Hours of Work 14
Moving Expenses ..... 2(m)
Overtime (OVTM) 1, 15
Pay
Advanced Skills ..... 2(p)
Bi-Weekly Schedules 2
Commuting Allowance ..... 2(h)
Contingency Assignment Differential ..... 2(t)(1)
Continuous Service for Increase 7
Decreases 7
Demotion 6
Elected Officials ..... 2(e)
Excepted Positions ..... 7(f)
Fire Division ..... 2(c)
Foreign Language ..... 2(o)(2)
Hiring Incentive ..... 2(n)
Holiday 16
Hourly Rates ..... 2(j)
Income Sources 8
Within Range and Exceptional Performance Increases 7

On-Call Rates ..... 2(l)
Overtime 15
Per Performance Rates ..... 2(j)
Police Division ..... 2(d)
Promotion 6
Reallocation 6
Recruitment Rate 5
Reemployment Rate 5
Retention ..... 7(j)
Salary Range Limitations 4
Starting Salaries 5
Shift Differential ..... 2(f)
Stipends for Board and Commission Members ..... 2(i)
Temporary Assignment Differential ..... 2(t)(2)
Time Lines for Payment 10
Trainee Rates ..... 2(k)
Transfer 6
Units of Work ..... 2(j)
Vehicle Maintenance and Use Allowance ..... 2(t)
Weekend Differential ..... 2(g)
Payroll 12, 13

Relocation ..... 2(m)
Retirement 27
Severability 28
Sick Leave 18
Employees Excluded ..... 2(j)
Suggestion Program ..... 2(o)(4)
Tool Allowance ..... 2(s)
Vacation 17
Employees Excluded ..... 2(j), 17
Uniform Allowance ..... 2(r)
Workers' Compensation 24

Approved:

Estimated Costs of Proposed Pay Plan Provisions

	FY20	FY21	FY22
General Fund			
FY20 $1,000 [1]	$ 2,749,000	$ -	$ -
FY21 Merit Increase @ 3% [2]	$ -	$ 3,035,000	$ 3,035,000
FY21 Merit Increase @ 3% [2]	$ -	$ -	$ 3,096,000
	$ 2,749,000	$ 3,035,000	$ 6,131,000
Non-Civil Service [3]			
FY20 $1,000	$ 723,000	$ -	$ -
FY21 Merit Increase @ 3% [2]	$ -	$ 1,016,000	$ 1,016,000
FY21 Merit Increase @ 3% [2]	$ -	$ -	$ 1,046,000
	$ 723,000	$ 1,016,000	$ 2,062,000
Total General Fund	$ 3,472,000	$ 4,051,000	$ 8,193,000
Special and Grant Funds			
FY20 $1,000 [1]	$ 549,000	$ -	$ -
FY21 Merit Increase @ 3% [2]	$ -	$ 1,117,000	$ 1,117,000
FY21 Merit Increase @ 3% [2]	$ -	$ -	$ 1,147,000
	$ 549,000	$ 1,117,000	$ 2,264,000
Non-Civil Service [3]			
FY20 $1,000 [1]	$ 67,000	$ -	$ -
FY21 Merit Increase @ 3% [2]	$ -	$ 130,000	$ 130,000
FY21 Merit Increase @ 3% [2]	$ -	$ -	$ 134,000
	$ 67,000	$ 130,000	$ 264,000
Total Special and Grant Funds	$ 616,000	$ 1,247,000	$ 2,528,000
Enterprise Funds			
FY20 $1,000 [1]	$ 784,000	$ -	$ -
FY21 Merit Increase @ 3% [2]	$ -	$ 1,441,000	$ 1,441,000
FY21 Merit Increase @ 3% [2]	$ -	$ -	$ 1,484,000
	$ 784,000	$ 1,441,000	$ 2,925,000
GRAND TOTAL ALL FUNDS	**$ 4,872,000**	**$ 6,739,000**	**$ 13,646,000**

Notes:

[1] $1,000 one-time bonus based on number of filled positions as of 14th pay period of FY20

[2] Estimated full cost of 3% merit increase. Previous years at 1.5% would be 1/2 of this amount.

[3] Non-Civil Service positions are not covered by Civil Service pay ordinance but increases are patterned after it. (e.g. Courts budgets assume increases to match that assumed by City; any pay increases for elected office employee pay increases would be incorporated into separate pay bills.)

SUMMARY OF SIGNIFICANT CHANGES TO ORDINANCE 70791

SECTION 1. ALPHABETICAL LIST OF CLASSES

Code Change	From	To
Construction Equipment Foreman I	3328-39-T3	3334-39-T3
Construction Equipment Foreman II	3329-40-T3	3335-40-T3
Customer Service Manager	1726-16-M1	1189-16-M1
Secretary and Stenographer to the Mayor	1175-11-G3	1138-11G-3

Grade Changes	From	To
Airport Power Plant Manager	15	16

Schedule Changes	From	To
Accounting Coordinator	M	G
Housekeeping Manager	G	M

Grade/ Delete Classes	Class Code	Schedule	Ovtm Code
Drafting Supervisor	4425	13G	3
Fingerprint Technician	2556	11G	3
Veterans Service Officer	1695	14G	3

SECTION 2. OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES

2(a) Effective with the bi-weekly pay period starting June 21, 2020 the pay schedule for all pay grades denoted with the suffix "G" or "M" be changed as follows:

Grade 5 - Deleted rates for steps 1-29; changed step 30 from $1,114 b-weekly to $1,200 bi-weekly
Grade 6 - Deleted rates for steps 1-29
Grade 7 - Deleted rates for steps 1-24
Grade 8 - Deleted rates for steps 1-19
Grade 9 - Deleted rates for steps 1-13
Grade 10 - Deleted rates for steps 1-8
Grade 11 - Deleted rates for steps 1-2

2(b) Effective with the bi-weekly pay period starting June 21, 2020 the pay schedule for all pay grades denoted with the suffix "T" be changed as follows:

Grade 31 - Deleted rates for steps 1-5
Grade 32 - Deleted rates for steps 1-2

2(j) Removed language regarding “Therefore, per performance and hourly employees will be limited to work an equivalent of ten (10) months of full time employment (1,733 hours) per year.”

SECTION 7. SALARY ADJUSTMENT

7(a)(1) All full time employees employed on March 29, 2020 whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, shall receive a one-time, lump sum payment of $1,000.00 effective with the pay period beginning March 29, 2020.

7(a)(3) Effective beginning with the bi-weekly pay period starting June 21, 2020, all employees whose salary is established in Section 2(a) or 2(b) – General, Management, and Trades Pay Schedules, who would be eligible to receive an annual step increase as a result of a "Successful" or "Highly Successful" Overall Rating on their regular Service Rating date will instead receive a two-step (i.e. 3%) increase regardless of their current rate or place in the pay schedule.

Previously Approved by the Civil Service Commission

Delete Classes	Class Code	Grade/ Schedule	Ovtm Code
Accountant I	1441	13G	2
Data Entry Operator	1312	8G	3
Equipment Operator	3321	9G	3
Laborer	3111	8G	3
Laborer (Lead)	3112	9G	3
Supervising Stationary Engineer I	3427	39T	3
Towing Services Manager	3317	15M	1
Water Maintenance Worker	3512	11G	3
Water Meter and Tap Supervisor	3526	14M	1
Water System Inspector	3524	11G	3
Water Utility Worker	3513	10G	3

Code Change	From	To
Supervising Stationary Engineer	3428-15-M1	3428-15-M2

Title Changes

From
Accountant II
To
Accountant

From
Supervising Stationary Engineer II
To
Supervising Stationary Engineer

Add Classes	Class Code	Grade/ Schedule	Ovtm Code
Audit Coordinator	1474	15G	1
Commissioner of Towing	3349	17M	1

Fingerprint Manager	2549	16M	1
Forensic Science Technician	2555	11G	3
GIS Systems Manager	1361	17M	1
Sunshine Law Administrator	1626	17M	1
Traffic Control Supervisor	3439	14M	3
Utility Locator	3119	12G	3
Water Maintenance Technician	3518	12G	3

BOARD BILL NUMBER 200
FISCAL NOTE

Preparer's Name Richard Frank, Director of Personnel

Phone Number or Email Address (will be available publicly) frankr@stlouis-mo.gov

Bill Sponsor Alderwoman Carol Howard and Co-sponsor Alderwoman Beth Murphy

Bill Synopsis:	A compensation ordinance for all employees in the classified service.
Type of Impact:	Governs all wages and benefits for civil service employees.
Agencies Affected:	All civil service operating departments.

SECTION A
Does this bill authorize:

- An expansion of services which entails additional costs beyond that approved in the current adopted city budget? ____Yes ____x No
- An undertaking of a new service for which no funding is provided in the current adopted city budget? ____Yes ____x No
- A commitment of city funding in the future under certain specified conditions? __x__Yes ___No
- An issuance of bonds, notes and lease-purchase agreements which may require additional funding beyond that approved in the current adopted city budget? ____Yes x___No
- An execution or initiation of an activity as a result of federal or state mandates or requirements? ____Yes x___No
- A capital improvement project that increases operating costs over the current adopted city budget? ____Yes ____x No
- A capital improvement project that requires funding not approved in the current adopted city budget or that will require funding in future years? ____Yes ____x No

If the answer is yes to any of the above questions, then a fiscal note must be attached to the board bill. Complete Section B of the form below.

SECTION B

- Does the bill require the construction of any new physical facilities? ____Yes _x___No
    - If yes, describe the facilities and provide the estimated cost:

_____
_____
_____
_____
_____

- Is the bill estimated to have a direct fiscal impact on any city department or office? __x__Yes ____No
    - If yes, explain the impact and the estimated cost:

FYE 6/30 cost of granting all full-time civil service employees a one time lump sum incentive of $1000 cash, if employed on 03/29/20, to be paid on the paycheck of 04/17/20. Raises merit increases from 1.5% to 3.0% for FY21 and FY 22 for all eligible employees._____
_____
_____
_____

- Does the bill create a program or administrative subdivision? ____Yes __x__No
    - If yes, then is there a similar existing program or administrative subdivision? ____Yes __x__No
    - If yes, explain the how the proposed programs or administrative subdivisions may overlap:

_____
_____
_____
_____
_____

- Describe the annual operating, equipment, and maintenance costs that would result from the proposed bill, as well as any funding sources:

N/A_____
_____
_____
_____

Complete the chart below to list the total estimated expenditures required of the City resulting from the proposed board bill and any estimated savings or additional revenue.

Financial Estimate of Impact on General Fund			
Fiscal Impact	**Year 1 (current)**	**Year 2**	**Year 3**
Additional Expenditures	See Attached	See Attached	See Attached
Additional Revenue	See Attached	See Attached	See Attached
Net	See Attached	See Attached	See Attached
Financial Estimate of Impact on Special Funds			
Fiscal Impact	**Year 1 (current)**	**Year 2**	**Year 3**
Additional Expenditures	See Attached	See Attached	See Attached
Additional Revenue	See Attached	See Attached	See Attached
Net	See Attached	See Attached	See Attached

- Describe any assumptions used in preparing this fiscal note:

  Figures based on current number of full-time, civil service employees.
  _____
  _____
  _____
  _____

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:

  City Administration and Table of Organization (records of employees). Costs calculated by Budget Division.
  _____
  _____
  _____
  _____

- Have the financial estimates of this bill been verified by the City Budget Division?
  __x__Yes ____No

  - If yes, by whom? Budget Director. _____

ORDINANCE 71686
BOARD BILL NUMBER 47
FISCAL NOTE

Preparer's Name Erik Bates, Human Resources Manager

Phone Number or Email Address (will be available publicly) batese@stlouis-mo.gov

Bill Sponsor Alderwoman Cara Spencer

Bill Synopsis:	A compensation ordinance for all employees in the classified service.
Type of Impact:	Governs all wages and benefits for civil service employees.
Agencies Affected:	All civil service operating departments.

SECTION A
Does this bill authorize:

- An expansion of services which entails additional costs beyond that approved in the current adopted city budget? ____Yes ____x No
- An undertaking of a new service for which no funding is provided in the current adopted city budget? ____Yes ____x No
- A commitment of city funding in the future under certain specified conditions? __x__Yes ___No
- An issuance of bonds, notes and lease-purchase agreements which may require additional funding beyond that approved in the current adopted city budget? ____Yes x___No
- An execution or initiation of an activity as a result of federal or state mandates or requirements? ____Yes x___No
- A capital improvement project that increases operating costs over the current adopted city budget? ____Yes ____x No
- A capital improvement project that requires funding not approved in the current adopted city budget or that will require funding in future years? ____Yes ____x No

If the answer is yes to any of the above questions, then a fiscal note must be attached to the board bill. Complete Section B of the form below.

SECTION B

- Does the bill require the construction of any new physical facilities? ____Yes _x___No
    - If yes, describe the facilities and provide the estimated cost:

      _____
      _____
      _____
      _____
      _____

- Is the bill estimated to have a direct fiscal impact on any city department or office? __x__Yes ____No
    - If yes, explain the impact and the estimated cost:

      3% increase in all pay grades, plus additional adjustments to ensure a minimum of 1.5% difference between steps in each grade. This results in an average of approximately 4.45% increase for all pay grades. This is in addition to the 1.5% increase due to eligible employees as part of their annual merit evaluation.

- Does the bill create a program or administrative subdivision? ____Yes __x__No
    - If yes, then is there a similar existing program or administrative subdivision? ____Yes __x__No
    - If yes, explain the how the proposed programs or administrative subdivisions may overlap:

      _____
      _____
      _____
      _____
      _____

- Describe the annual operating, equipment, and maintenance costs that would result from the proposed bill, as well as any funding sources:

  N/A_____
  _____
  _____
  _____

Complete the chart below to list the total estimated expenditures required of the City resulting from the proposed board bill and any estimated savings or additional revenue.

Financial Estimate of Impact on General Fund			
Fiscal Impact	**Year 1 (current)**	**Year 2**	**Year 3**
Additional Expenditures	NA	NA	NA
Additional Revenue	NA	NA	NA
Net	NA	NA	NA
Financial Estimate of Impact on Special Funds			
Fiscal Impact	**Year 1 (current)**	**Year 2**	**Year 3**
Additional Expenditures	NA	NA	NA
Additional Revenue	NA	NA	NA
Net	NA	NA	NA

- Describe any assumptions used in preparing this fiscal note:

  _____
  _____
  _____
  _____

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:

  _____
  _____
  _____
  _____

- Have the financial estimates of this bill been verified by the City Budget Division?

  ____Yes _x___No

  - If yes, by whom? _____

ASSESSOR'S OFFICE

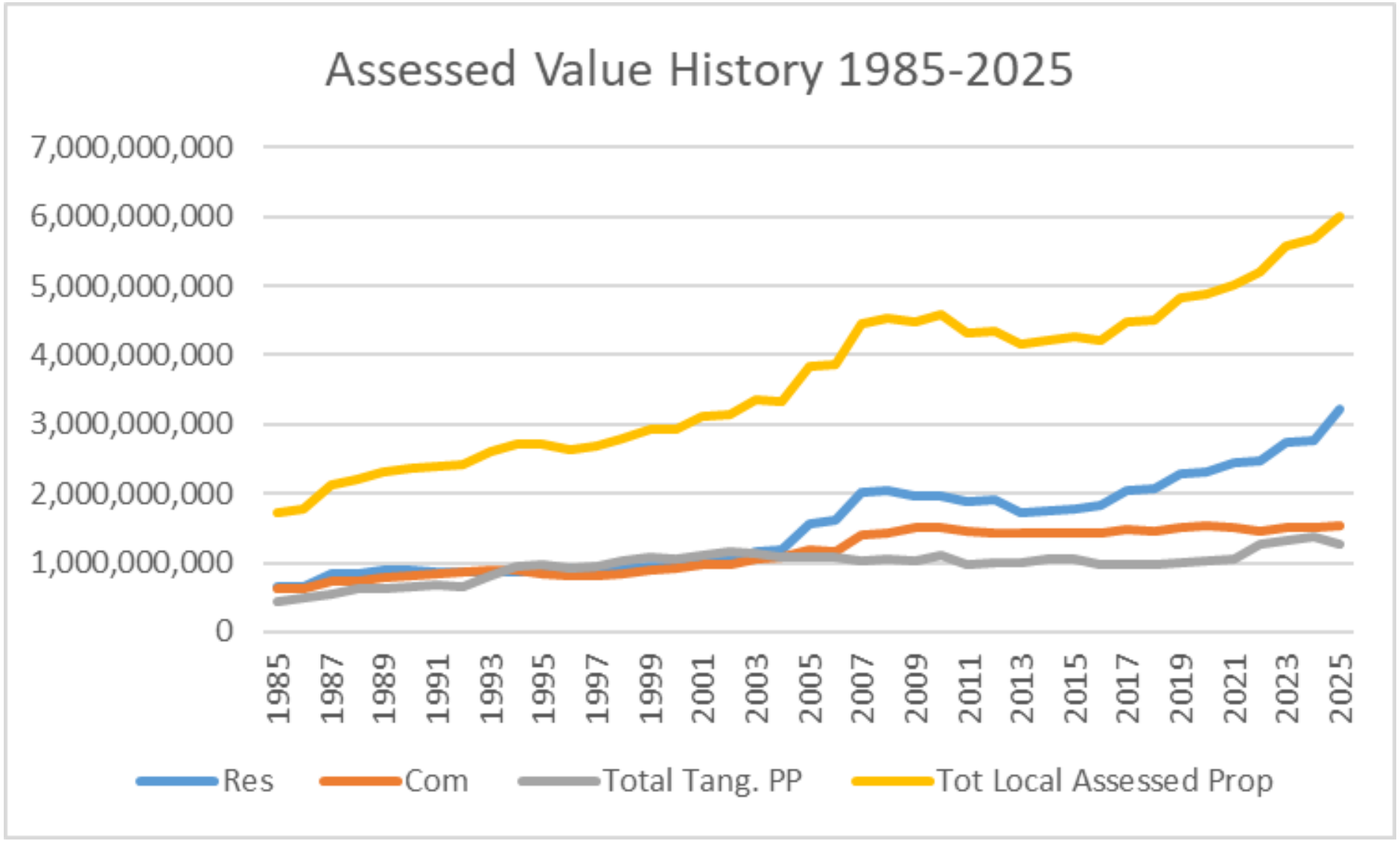
FY 2027 Budget Presentation

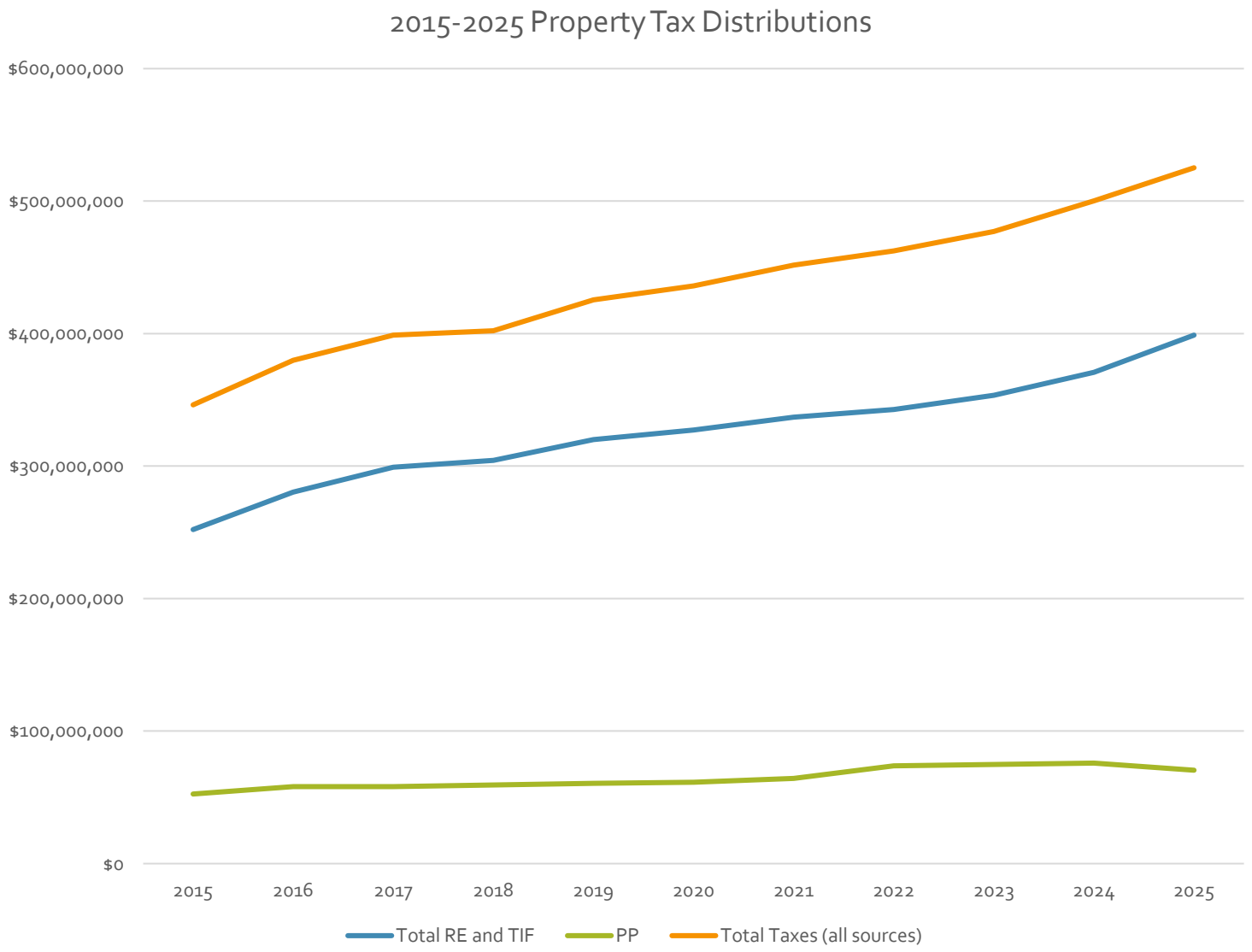
Assessor's Office – Mission Statement

To accurately record and assess all tangible real and personal property per Missouri law and to provide information to our customers in a professional and courteous manner.

State Tax Commission – 2 year Assessment Maintenance Plan

- State Tax Commission (STC) must approve plan and budget
- Approval process:
  - Assessor prepares and signs plan
  - BOA Resolution
  - E&A Approval
  - STC Commissioners approval
- If Assessors do not maintain assessments at 90%-110% of value on median, they are found "out of compliance" and subject to withholding of State reimbursement


Assessed Value History 1985-2025
7,000,000,000
6,000,000,000
5,000,000,000
4,000,000,000
3,000,000,000
2,000,000,000
1,000,000,000
0
1985
1987
1989
1991
1993
1995
1997
1999
2001
2003
2005
2007
2009
2011
2013
2015
2017
2019
2021
2023
2025
Res
Com
Total Tang. PP
Tot Local Assessed Prop

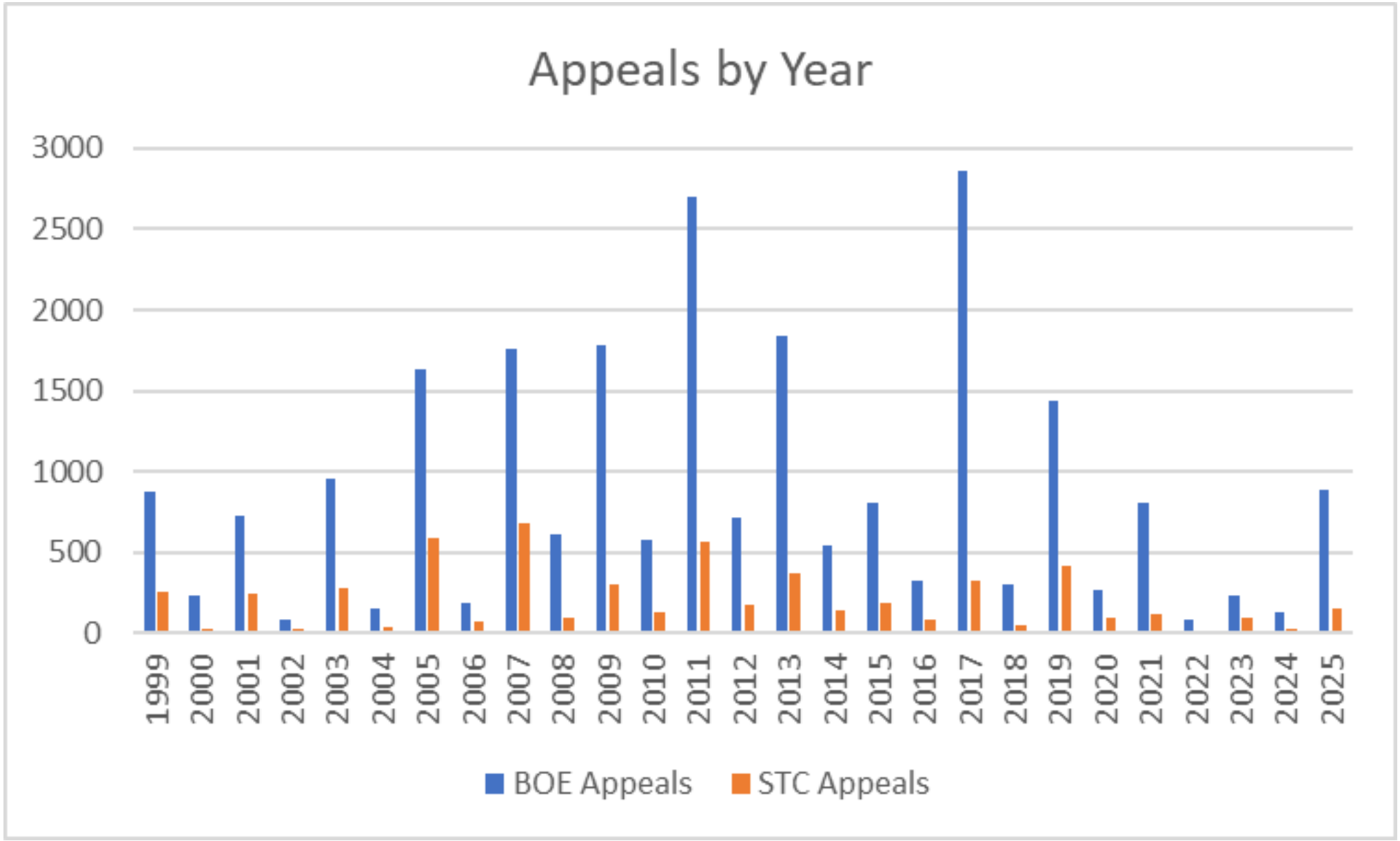


Voter Approved Tax Rate Changes

- 2016 – St. Louis Public Schools ($0.75)
- 2016 - St. Louis Senior Fund ($0.05)
- 2020 – St. Louis Children's Svcs ($0.06)
- 2025 – MSD ($0.0745)

Other Significant Rate Changes

- 2024 – St. Louis Public Schools ($0.32)


Appeals by Year
3000
2500
2000
1500
1000
500
0
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
BOE Appeals
STC Appeals

Assessor's Office Responsibilities

Records and Mapping

# of Documents	# of Transfers	# of New Parcels	# of Deleted Parcels	# of New Subdivisions
12,319	8,333	187	197	69

Real Estate

Classification	# of parcels	2025 Assessed Value	2026 Assessed Value (Prelim)
Residential	108,626	$3,210,915,140	$3,251,820,970
Commercial	11,045	$1,528,774,600	$1,561,601,800
Agricultural	20	$166,540	$166,540
Exempt	15,745	$0	$0

Personal Property (+/- 300 contacts daily)

Type	2026 # of accounts	2025 Assessed Value	2026 Assessed Value
Individual	106,749	$569,823,472	Available 7/1/25
Business	14,512	$437,065,171	Available 7/1/25

Year	Total # of FTE	Total # of Per-Performance
2015	65	1
2020	62	1
2026	60	0

Department	Total # of FTE
Administrative	5
Personal Property	22
Real Estate	25
Records and Mapping	8
Total FTEs	**60**

Vacant Positions
Customer Service Rep I - (3 vac) Real Property Appraiser II Deputy Assessor Personal Property Appraiser I

FY 2027 – Additional Abatement and Exemption Analyst Position

- PACE loan program (CEDB, 3rd party PACE lenders)
- GASB 77 reporting - (Comptroller, SLDC)
- **Senior Property Tax Freeze Credit - 8,600 parcels**
- Community Improvement Districts- 22 active districts (City Counselor, Register)
- Special Business Districts - 14 active districts
- Abated properties – 1,500 parcels
- **Exempt properties – 16,512 parcels**
- TIF Districts – 6,035 parcels (Comptroller, Collector of Revenue)
- Railroad and Utility Assessments (aka State Assessed Property)
- Short Term Rentals
- **Occupancy Law – Tornado tax relief and Residential New Construction**

Revenues – Assessment Fund

State of MO – Per parcel reimbursement – (reduced in 2027 State budget)

2024 Actual = $447,440
2025 Actual = $447,440
2026 Budget = $447,212
2027 Proposed = $286,484

.625% of Property Taxes Collected

2024 Actual = $2,925,656
2025 Actual = $3,108,784
2026 Budget = $2,900,000
2027 Proposed = $2,900,000

City of St. Louis General Revenue

2024 Actual = $1,696,458
2025 Actual = $2,175,000
2026 Budget = 2,083,937
2027 Proposed = $2,320,867

Other Revenues = +/- $100k annually

Assessor's Office - Expenses

Budget Category	Actual 2025	Budget 2026	Proposed 2027
Personnel Services	$4,192,645	$4,517,159	$4,781,832
Materials and Supplies	$32,198	$35,500	$36,000
Rental/Non Cap Leases	$5,717	$5,725	$5,725
Contractual & Other Services	$969,458	$922,705	$1,028,917
Total Budget	**$5,200,018**	**$5,481,089**	**$5,825,474**

2025 Property Tax Relief - Tornado

Total Applications	782
Applications Approved	672
Applications Denied	110
Amount of Tax Relief (all tax jurisdictions)	$1,302,017

Senior Property Tax Freeze

Year	Total Approved	Renewals	Renewal Rate	Tax Credit Amount	Avg. Credit per taxpayer
2024	6,632	n/a	n/a	$66,629.40	$10.05
2025	8,617	6,084	92%	$521,855.70	$60.56

2025 Property Taxes

2025 Tax Collections	Personal Property	Real Estate	Total
Vehicle License Tax	$1,387,035		$1,387,035
State Blind Pension	$316,967	$1,632,661	$1,949,627
Sewer Lateral Program		$2,580,956	$2,580,956
Senior Services Fund	$515,578	$2,240,226	$2,755,805
Community Mental Health	$923,897	$4,014,084	$4,937,982
City Debt Service	$1,241,831	$5,027,918	$6,269,749
Sheltered Workshop	$1,420,945	$6,847,628	$8,268,573
Metro Sewer District	$990,823	$7,710,029	$8,700,851
Special Business District		$13,257,586	$13,257,586
Community Chidren's Services	$2,520,481	$10,955,118	$13,475,599
Zoo/Museum	$2,336,734	$11,300,188	$13,636,922
Junior College	$2,597,737	$12,380,256	$14,977,993
Tax Increment Financing (TIF)		$21,628,236	$21,628,236
Library	$5,760,475	$26,348,121	$32,108,595
City Revenue	$15,282,143	$68,347,356	$83,629,499
Public Schools	$51,566,178	$243,899,796	$295,465,974
Totals	**$86,860,823**	**$438,170,158**	**$525,030,981**

Assessment Fund			$3,236,911
Collector of Revenue Commissions			$7,768,586



St. Louis Circuit Attorney's Office FY27 Budget

May 12, 2026

Presented by:

Gabriel E. Gore
Circuit Attorney
for the City of St. Louis

Our Mission

We pursue justice to achieve a higher level of public safety for the St. Louis community.

Our Vision

To be one of the highest performing prosecuting attorney's offices in the country.

Operational Excellence: What It Means at the CAO

- Effective Prosecution
- Training ACAs of the Future
- Community Engagement
- Diversion
- Conviction Integrity

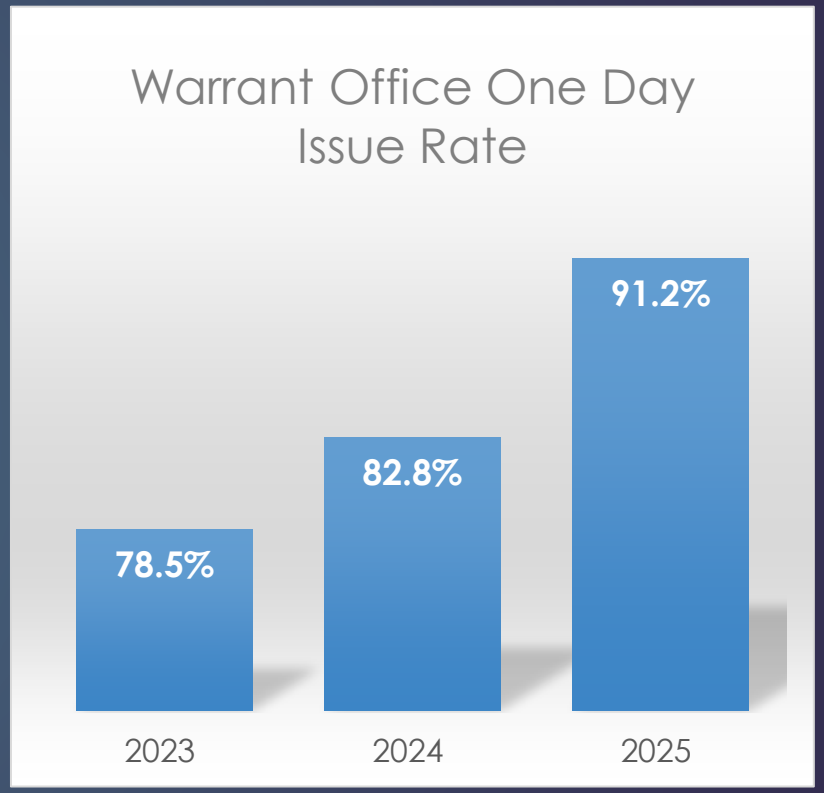
Efficient Disposition of Cases

Faster Warrant Review

- 91.2% of cases reviewed and charged within 24 hours

Increased Productivity

- Issuing nearly 90% more cases than the prior administration
- 3,320 felonies issued 2025



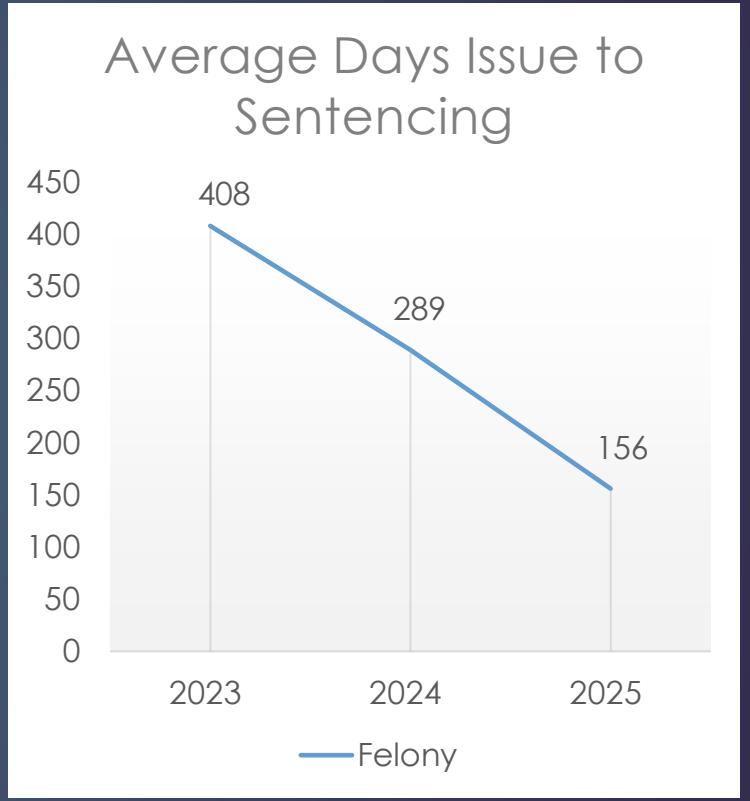
Efficient Disposition of Cases

Average Time to Case Resolution

- Felony cases resolved in 156 days on average
- 62% reduction in disposition time since 2023

Implementation of Rec Committee

- Ensures plea agreements are fair and consistent



Training ACAs of the Future

- Responsible for handling preliminary and bond hearings.
- Opportunities to second chair experienced ACAs.
- An internal mock trial program provides newly hired ACAs the experience of trying a serious felony case.









Community Engagement

240+ Community Meetings & Events











Citizens Academy

- Six-week educational program for community members.
- Provides insight into the prosecution process and how key decisions are made.
- Inaugural academy was held Oct 9 – Nov 13, 2025
- Spring 2026 Academy is in progress.



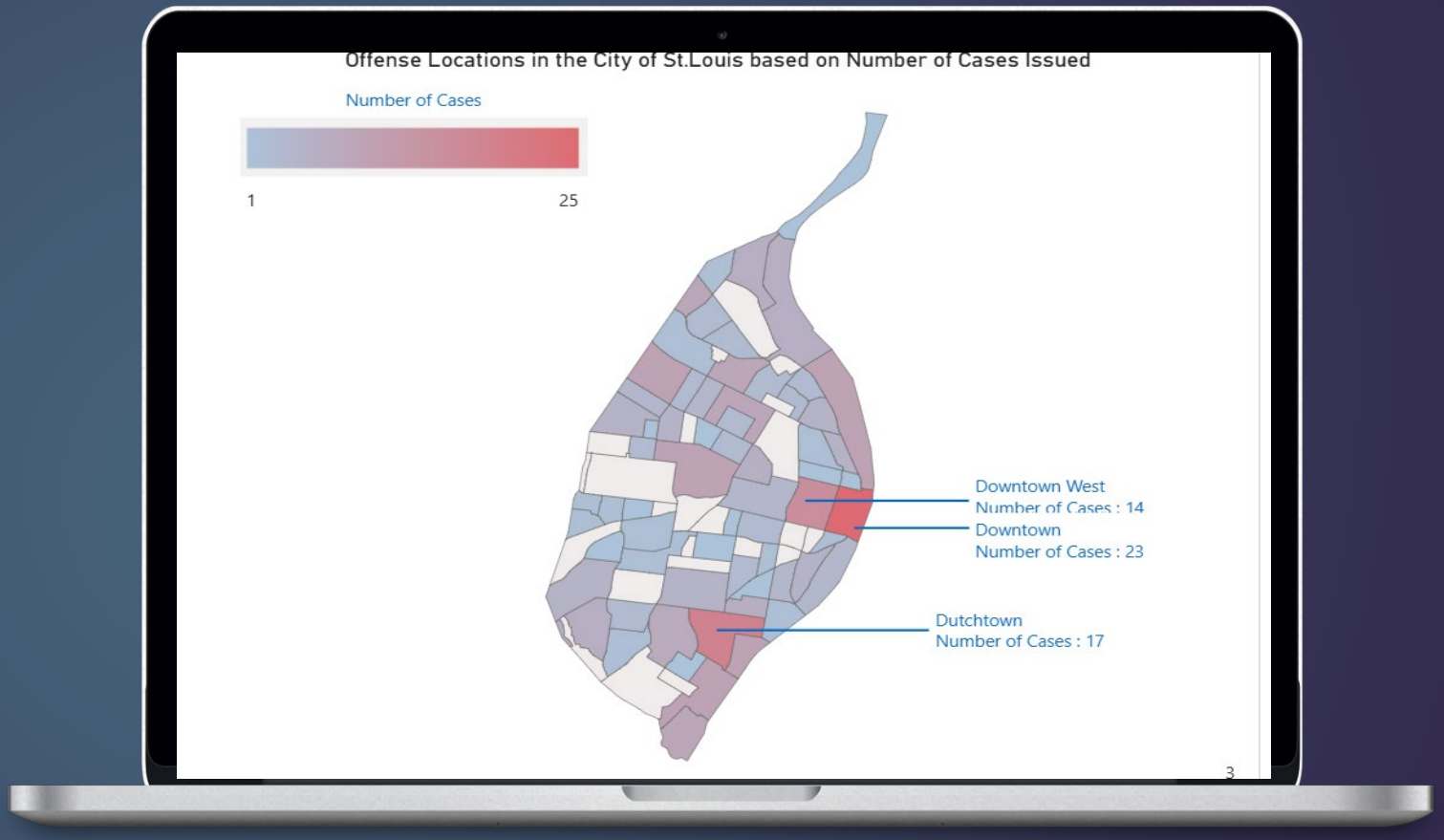


Circuit Attorney's Neighborhood Collaboration (CNC)

- A community-based public safety initiative.
- Empowers residents to serve as collaborators in helping to build stronger and safer communities.
- An Assistant Circuit Attorney (ACA) from our office to work with directly with residents on concerns of public safety.

Coming Soon: CAO Dashboard

- The CAO Dashboard will display key metrics on the work performed by our office to promote transparency with the community.
- Publicly accessible via the CAO website once launched.




TAP IN CENTER
AT ST. LOUIS COUNTY LIBRARY
A community-based center offering legal and social services for justice-involved St. Louisans
Get case status and court updates
Get help from an attorney with missed court dates and outstanding state-issued criminal warrants & municipal warrants
Get connected with social services and library services
Free PPE and other Resources
Tuesdays 6pm-8pm
Florissant Valley Library Branch
195 New Florissant Rd, South Florissant MO 63031
MEETING ROOM 3

Diversion

Why is Diversion Important?

Reflects community values: whenever possible, people deserve a second chance

Offers non-violent offenders the opportunity to redirect their lives

Allows CAO to focus resources on violent crime

Diversion: How are we Doing?

Diversion Program

- Our Diversion program has 77 current participants
- 125 participants have completed the program

Diversion: How are we Doing?

Tap-In Center

- The Tap-In Center permits people who have outstanding warrants to resolve those warrants without going to court.
- The Tap-In Center opened in February 2025 and is open every Wednesday evening at Central Library from 4:00 p.m. – 6:00 p.m.
- Since its launch, the Tap-In Center has allowed 851 people to resolve outstanding arrest warrants.

Diversion: How are we Doing?

Treatment Court

- Provides defendants with drug abuse or mental illness issues with treatment as an alternative to incarceration.
- Specialized veterans' treatment court
- There are131 participants currently in Treatment Court, with graduations happening every 2 months.
- Since May 2023, there have been 89 total Treatment Court graduates.



Conviction Integrity

What CIU Does

- Review claims of actual innocence
  - Innocence Projects
  - Private Attorneys
  - Defendants

Purpose

- Enhance the community's confidence in the CAO and the criminal justice system
- Promote a culture of integrity by using best practices to reduce the likelihood of future wrongful convictions

What is necessary for our continued success?

- Retention of attorneys and staff
  - Proper staffing levels to reduce excessive case loads
  - Competitive salaries
  - Investments in training
  - Investments in attorney wellbeing

FY27 Overview

- An increase of less than 0.5%
  - FY26 Adopted Budget across all CAO Cost Centers was $18,213,819.
  - FY27 Proposed Budget across same Cost Centers is $18,297,834.
- Employee Salaries and Benefits represent 94% of our budget with the remaining 6% to operational & training costs.

Budget Department's Modifications made to the CAO FY27 Staffing Requests

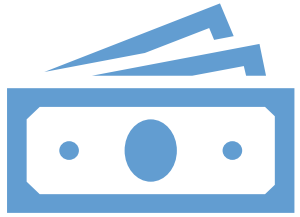
Elimination of three senior prosecutor positions

- 60 total trial attorney positions requested for FY27
- Three senior prosecutor positions eliminated
- We believe it is unlikely that our trial attorney staffing will exceed 57 budgeted attorney positions in FY27
- We anticipate reaching trial attorney staffing of 60 in FY28

Elimination of one Investigator II position & one Computer Operator I position

- Anticipate needing these positions in FY28 with continued growth of trial attorney staffing

CAO Modification Requests to the FY27 Proposed Budget



Parking Stipend

Additional $60,000 to support an expansion of our currently limited parking stipend for an additional 100 of our employees.



Window Cleaning

Additional $70,000 to fund the cleaning of the Carnahan Courthouse windows. The Spring 2025 cleaning service greatly improved morale and enhanced the presentation of this historic building.

Questions from the Committee




CIRCUIT ATTORNEY
STATE OF MISSOURI
UNITED WE STAND DIVIDED WE FALL
SALUS POPULI SUPREMA LEX ESTO
MDCCCXX
1821
CITY OF ST. LOUIS

SLATE

St. Louis Agency on Training & Employment

Eco Devo Budget Presentation (FY 2026 & 2027)

May 11, 2026

Connie Johnson,ESQ. Executive Director-SLATE

Eco Devo Budget Presentation (FY 2026-2027)

THE FORCE BEHIND THE WORKFORCE!

SLATE's mission is to provide education, employment, and training opportunities to residents who face significant barriers to employment. Our goal is to help them become more competitive in today's workforce.

SLATE provide services to Employers to assist with providing qualified job candidates

Eco Devo Budget Presentation (FY 2026-2027)

Budget Overview and Changes

- SLATE will add two additional positions during Fiscal Year 2027 (Customer Services Representative I & Employment Training Specialist II) to the agency to assist with the increase of foot traffic that are due to layoffs and the tornado of 2025.

- One of SLATE's primary focuses was to restore our AEL/ ESL education classrooms as well enhance our Computer Skills learning labs. This involved partnering with ITSA and the City to upgrade classroom computer supplies and equipment to meet a targeted training start date of June 1, 2026. Maintenance upkeep of the classrooms will be the commitment for FY2027.

- SLATE partnered with the Department of Human Services and secured 1.4million in ECO DEVO funds to support the Youth Empowerment-Youth 2026 Jobs Collaboration Program that provides employment to youth ages 19-24 who live in the city and were impacted by the Tornado.

- SLATE added a new van during FY 2025 that will be used during FY27 for outreach in the community. We anticipate the van will be operational in the community by June 15, 2026.

Eco Devo Budget Presentation (FY 2026-2027)

What's in the works for SLATE fiscal Year 2027?

- St. Louis Agency on Training and Employment has SECURED a contract with the STATE of Missouri for 1.5 million Spring Storms-Tornado Recovery .

- SLATE is working with CDA on the Prison to Prosperity Program to secure a contract for $ 84,231.50

- SLATE has applied for the YOUTHBUILD PLUS GRANT and is awaiting approval for 2026-2028.

- SLATE is applying for the BJA SECOND CHANCE ACT GRANT during Fiscal Year 2027.

Eco Devo Budget Presentation (FY 2026-2027)

Budget Comparison FY 26 vs. FY 27

Item Line	FY 2026	FY 2027	
Surety Bond Premiums and Insurance	$10,000	$20,000	+10,000
Facilities and Grounds	$600,000	$405,000	(195,000)
Transportation	$50,000	$30,000	(20,000)
Office Supplies	$10,000	$20,000	+10,000
Travel Out of Town	$10,000	$25,000	+15,000
Computer Equipment	$0	$50,000	+50,000
Management & Consulting	$75,000	$100,000	+25,000
Office Rental and Leases	$5,000	$9,000	+4,000
Salaries Regular Employees	$982,010	$1,012,010	+30,000
Office Equipment	$0	$35,000	+35,000
Overall Budget	**$3,485,946**	**$3,496,260**	

Note: This table indicates those item lines within the budget that will experience a significant increase or decrease across the two fiscal years.

Eco Devo Budget Presentation (FY 2026-2027)

Transportation, Education and Training, and Auditing Services

Item Line	FY 2026	FY 2027
Fleet Services	$0	$35,000
Education and Training	$50,000	$50,000
Auditing Services	$150,000	$150,000

Fleet Services

FY 27

- Maintenance of van purchased in FY26 to provide outreach services to the community and support to job seekers connected to SLATE programs

Education and Training

FY 26 and FY27

- Continue to provide necessary professional development trainings to staff in various areas and assist staff with obtaining necessary credentials and certifications to expand scope of work.

Auditing Services

FY 26

- Contracted with Armanino LLP to provide fiscal and programmatic monitoring of several projects

FY 27

- Will continue monitoring projects for the new fiscal year to remain in compliance with local, state and federal policies.

Eco Devo Budget Presentation (FY 2026-2027)

Professional Services and Management and Consulting

Item Line	FY2026	FY 2027
Professional Services	$525,000	$525,000
Management & Consulting	$75,000	$100,000

Professional Services

FY 26

- Contracted with grant writer to seek additional funding opportunities and contracted with marketing company for agency re-brand.

FY 27

- Continue to contract with grant writer, marketing services, and provide supplemental funding to those federal programs that are in jeopardy to ensure continuous and uninterrupted services. Secure new grants.

Management and Consulting

FY 26

- Contracted with outside consultants for Local Plan creation and economic and workforce development data analyses and research.

FY 27

- Will continue to contract with outside consultants for various projects.

Eco Devo Budget Presentation (FY 2026-2027)

Operation Subcontractors, Administrative Costs, and Staff Attorney

Item Line	FY 2026	FY 2027
Operation Subcontractors	$170,000	$170,000
Administration	$150,000	$150,000

Operation Subcontractors

FY 26 and FY 27

- Contract with sub-recipients to provide gap funding to ensure program services do not go interrupted

Administration

FY 26 and FY 27

- Provide match funding when seeking additional grant opportunities


1975
SLATE
2025