



Agenda
Transportation & Commerce Committee
Meeting
St. Louis Board of Aldermen
Tuesday, September 15, 2026 - 9:30 AM
Kennedy Room

President Megan Green
Alderman Shane Cohn, Chair
Committee Members:
Alderman Thomas Oldenburg
Alderman Bret Narayan
Alderwoman Anne Schweitzer
Alderwoman Jami Cox Antwi

Order of Business

I. Call to Order

II. Roll Call

III. Approval of Minutes

Approval of the minutes from Friday, July 24, 2026, committee meeting.

IV. Board Bills for Review

(The committee will discuss and take public comment on the following)

Board Bill Number 65

Introduced by Alderman Shane Cohn, This Board Bill authorizes a public works and improvement program at St. Louis Lambert International Airport, providing for and appropriating capital improvement projects in the total amount of Seventy-Eight Million, Three Hundred Ninety-Three Thousand and Two Hundred Ninety-Four Dollars (\$78,393,294). This Board Bill contains an emergency clause and a severability clause.

Board Bill Number 67

Introduced by Alderman Shane Cohn, An Ordinance recommended by the Civil Service Commission amending Ordinance Number 72150 to provide a new pay grade applicable to the Director of Airports with a specified pay range and with an emergency clause.

Board Bill Number 68

Introduced by Alderman Shane Cohn, An Ordinance amending Section 18.08.020 of

the Revised Code of the City of St. Louis to permit the Office of the Mayor to enter into a binding agreement with the Director of Airports for a term exceeding the Mayor's term, with the approval of the Airport Commission and the Board of Estimate and Apportionment; and containing an emergency clause.

V. Resolutions for Review

None

VI. Committee Discussions

None

VII. Acknowledgment of Any Written Testimony

VIII. Announcements

IX. Excused Members

X. Adjournment



**Minutes
Transportation & Commerce Committee
Friday, July 24, 2026
9:30 AM
Webinar**

Minutes are preliminary and may change until finally approved

I. Call to Order

The Chair called the meeting to order at 9:34am.

II. Roll Call

The Chair directed the Associate Clerk to call the roll and the following members answered their names: Mr. Narayan, Mr. Oldenburg, Ms. Schweitzer, Ms. Jami Cox Antwi and Chair Cohn. **5 members were present. A quorum was established.**

III. Approval of Minutes

Approval of the minutes from Thursday, June 25, 2026, committee meeting.

The Chair entertained a motion to approve the minutes from the Thursday, June 25, 2026, committee meeting.

Ms. Cox Antwi moved to approve the minutes from the June 25, 2026, committee meeting.

Seconded by Narayan.

The Chair directed the Associate Clerk to call the roll.

The Associate Clerk called the roll and the following votes were recorded:
The following voted Aye: Mr. Narayan, Mr. Oldenburg, Ms. Schweitzer, Ms. Jami Cox Antwi and Chair Cohn. **5 Aye votes were cast.**

The following voted No:
None

The following voted Present:

None

The Abstained:

None

The following were present but did not vote:

None

A total of 5 votes were cast. The motion carried.

IV. Board Bills for Review

(The committee will discuss and take public comment on the following)

Board Bill Number 60

Introduced by Alderman Shane Cohn, President Megan E Green This Bill is the City's annual appropriation of the Transportation Sales Tax imposed pursuant to Section 94.600 through 94.655, RSMo., from the City Transportation Trust Fund in the amount of \$26,056,000 to the Bi-State Development Agency for transportation purposes for the period from July 1, 2026, through June 30, 2027. This Bill contains an emergency clause.

Chair Cohn, sponsor of Board Bill Number 60, presented the Board Bill to the committee and provided a brief overview of its purpose. He explained that the bill is the City's annual appropriation of the Transportation Sales Tax.

After no further discussion, the Chair opened the discussion up to members of the committee for questions and comments.

Hearing no questions or comments from members of the committee, the Chair entertained a motion to pass Board Bill Number 60 out of committee with a Do Pass Recommendation.

Ms. Cox Antwi moved to pass Board Bill Number 60 out of committee with a **Do Pass Recommendation.**

Seconded by Mr. Narayan.

Ms. Schweitzer requested the previous roll.

Hearing no objection to the previous roll, the Chair stated that Board Bill Number 60 passed out of committee with a Do Pass Recommendation.

The Associate Clerk recorded the votes from the previous roll and the following votes were as follows:

The following voted Aye: Mr. Narayan, Mr. Oldenburg, Ms. Schweitzer, Ms. Jami Cox Antwi and Chair Cohn. **5 Aye votes were cast.**

The following voted No:
None

The following voted Present:
None

The following Abstained:
None

The following were present but did not vote:
None

A total of 5 votes were cast. The motion carried.

V. Resolutions for Review

None

VI. Committee Discussions

None

VII. Acknowledgment of Any Written Testimony

None

VIII. Announcements

None

IX. Excused Members

All members were present.

X. Adjournment

Having no other business to discuss, the Chair entertained a motion to adjourn the meeting.

Ms. Schweitzer moved to adjourn the meeting.

Seconded by Mr. Narayan.

Mr. Narayan requested the previous roll.

Hearing no objection to the previous roll, the Chair adjourned the meeting.

The Associate Clerk recorded the votes from the previous roll and the following votes were as follows:

The following voted Aye: Mr. Narayan, Mr. Oldenburg, Ms. Schweitzer, Ms. Jami Cox Antwi and Chair Cohn. **5 Aye votes were cast.**

The following voted No:

None

The following voted Present:

None

The following Abstained:

None

The following were present but did not vote:

None

A total of 5 votes were cast. The motion carried.

The meeting adjourned at 9:38am.

Summary
Board Bill Number 65
Introduced by Alderman Shane Cohn
August 28, 2026

This Board Bill authorizes a public works and improvement program at St. Louis Lambert International Airport, providing for and appropriating capital improvement projects in the total amount of Seventy-Eight Million, Three Hundred Ninety-Three Thousand and Two Hundred Ninety-Four Dollars (\$78,393,294). This Board Bill contains an emergency clause and a severability clause.

BOARD BILL NUMBER 65 INTRODUCED BY ALDERMAN SHANE COHN

1 An Ordinance recommended and approved by the Airport Commission, the Board of Public Service,
2 and the Board of Estimate and Apportionment establishing and authorizing a public works and
3 improvement program at St. Louis Lambert International Airport, providing for and consisting of
4 capital improvement projects as more fully described in the attached **EXHIBIT A**, entitled “FY2025
5 PROJECT LIST”; containing a severability clause; containing an emergency clause.

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

7 **SECTION ONE.** There is hereby established and authorized a public works and
8 improvement program (the “2025 Projects”) at St. Louis Lambert International Airport (the
9 “Airport”), owned and operated by The City of St. Louis (“City”), providing for and consisting of
10 capital improvement projects to and for the terminal complexes, concourses, parking facilities and
11 garages, and associated Airport buildings, structures, and facilities, roadways, driveways, and
12 environs, Airport runways, taxiways, aprons, ramps, and associated airfield buildings, structures,
13 facilities, and environs, including vehicles and equipment, and other associated Airport
14 improvements or programs, as more fully described in the attached **EXHIBIT A**, entitled “FY2025
15 PROJECT LIST” that is attached hereto and incorporated herein, such authorization including,
16 without limitation, engineering, planning, and designing services, programming services, technical
17 advice and assistance, inspection services, surveying and mapping services, appraisal services, legal
18 services and related costs, CADD services, planning services, security enhancements, the removal or
19 relocation of structures, obstructions, utilities, equipment and related work, grading, landscaping, and
20 related work, security services, transportation, relocation costs, environmental work, studies, and

1 assessments and other services, remediation costs and related work, the demolition of improvements,
2 the costs for the repair, renovation, or relocation of Airport improvements including fixtures and
3 equipment, architectural, engineering and related consultant and management expense pertaining to
4 the planning, design, consulting, installing mock-ups, the preparation and production of contract
5 documents, solicitations, bills of sale, or other agreements or documents, or the advertising and taking
6 of bids, architect and design services, costs for structural and maintenance studies, estimating and cost
7 benefit consulting services, general engineering services, consulting service and other technical
8 advice and assistance, construction management, construction, installation, renovation, rehabilitation,
9 repair, expansion, reconfiguration, improvement, studies, plans, and inspection work or cost, the
10 equipping and furnishing of Airport property including, without limitation, supplies, parts, and
11 equipment, and necessary and related work or services for the development, construction, installation,
12 implementation, administration, management or monitoring of the 2025 Projects at a total estimated
13 cost of One Hundred Seventy Six Million, Eight Hundred Seventeen Thousand, and Three Hundred
14 Sixty Six Dollars (\$176,817,366).

15 **SECTION TWO.** There is hereby authorized an initial appropriation in the total amount of
16 Seventy Eight Million, Three Hundred Ninety Three Thousand and Two Hundred Ninety Four
17 Dollars (\$78,393,294) as follows: a) \$73,348,283 from the Series 2026A Construction Sub-Account
18 established under authority of Board Bill 51, b) \$5,045,011 from the 2023A Construction Sub-
19 Account established under Ordinance #71657 into this Ordinance to be expended for the payment
20 of costs for work, services, materials and equipment authorized herein, provided that the appropriation

1 and expenditure of funds from the Series 2026A Construction Sub-Account are hereby conditioned
2 on the issuance of the “Series 2026 Bonds” as defined in Board Bill 51, and providing for the receipt
3 of supplemental appropriations when authorized by ordinance into this Ordinance as funds become
4 available to continue the 2025 Projects.

5 **SECTION THREE.** The Mayor and the Comptroller of the City of St. Louis are hereby
6 authorized and directed to enter into and execute on behalf of the City agreements granting such
7 easements or rights-of-way as are necessary for administration or implementation of the 2025 Projects
8 and containing such terms, covenants, and conditions that are in the best interest of the City, the City’s
9 residents, and the traveling public.

10 **SECTION FOUR.** The Director of Airports, with the approval of the Board of Estimate
11 and Apportionment, is hereby authorized and directed to let all contracts providing for mapping,
12 appraisal, and escrow services, title work, ground maintenance, security services, legal services, and
13 other related services for the implementation and administration of the 2025 Projects.

14 **SECTION FIVE.** The Board of Public Service, with the advice, consent, and approval
15 of the Director of Airports, is hereby authorized and directed to let contracts, bills of sale,
16 reimbursement agreements, or other agreements, purchase materials, supplies, and equipment,
17 employ labor, pay salaries, wages, fees, retain consultants and advisors and otherwise provide for all
18 work or services authorized herein, except for the work or services covered by procedures contained
19 in Section Three and Section Four of this Ordinance.

20 **SECTION SIX.** It is hereby provided that any contract or agreement let hereunder will

1 be subject to the City's Charter and applicable City ordinances and any Missouri State laws or
2 regulations applicable thereto.

3 **SECTION SEVEN.** The Comptroller of the City is hereby authorized and directed to draw
4 warrants from time to time on the Treasurer of the City for payment of expenses authorized herein
5 upon submission of properly certified vouchers in conformance with procedures established by the
6 Comptroller and, as necessary and appropriate, the Comptroller, Treasurer, City Counselor, and other
7 appropriate officers, agents and employees of the City are hereby authorized and directed to make
8 such applications or certifications and provide such data to appropriate parties, and to take whatever
9 action necessary in order to provide for the payment or reimbursement of eligible costs authorized
10 herein.

11 **SECTION EIGHT.** The Director of Airports is hereby authorized and directed to make
12 such applications and provide such data and to take whatever action necessary to seek funds under
13 the Airport Improvement Program, the Passenger Facility Charge Program or other federal, state,
14 local, or private programs or under or by contract for projects herein authorized where such costs or
15 expenditures are deemed eligible and monies made available for those costs under federal, state, or
16 local law or contract, including the authority to transfer any interest earned and deposited into the
17 Series 2026A Construction Sub-Account, and to authorize the deposit of such funds as may be
18 appropriate into this Ordinance to reimburse or pay in part for the costs of the 2025 Projects herein
19 authorized.

20 **SECTION NINE.** The sections, conditions, and provisions of this Ordinance or portions

1 thereof will be severable. If any section, condition, or provision of this Ordinance or portion thereof
2 contained herein is held invalid by a court of competent jurisdiction, such holding will not invalidate
3 the remaining sections, conditions, or provisions of this Ordinance unless the court finds the valid
4 sections or provisions of this Ordinance are so essentially and inseparably connected with and so
5 dependent upon the illegal, unconstitutional or ineffective section or provision that it cannot be
6 presumed that the Board of Aldermen would have enacted the valid sections or provisions without
7 the illegal, unconstitutional or ineffective sections or provisions or unless the court finds that the valid
8 sections or provisions, standing alone, are incomplete and incapable of being executed in accordance
9 with the legislative intent.

10 **SECTION TEN.** This being an Ordinance providing for public work or improvements,
11 it is hereby declared an emergency measure as defined in Article IV, Section 20 of the City's Charter
12 and will become effective immediately upon its approval by the City's Mayor.

ORDINANCE TBD

Board Bill Number 65

EXHIBIT A

FY2025 PROJECT LIST

CIP NUMBER(S)	Project Description
AS2606	Replace 2 Dump Trucks w/ Plows (YR1995, YR1997)
AS2607	Replace MB5 Snow Removal Combo (YR2009)
AS2601	Replace ARFF Striker 3000 Fire Truck (YR2003)
AS2602	Replace 4 Dump Trucks w/ Plows (YR1997, YR1998)
AS2603	Replace Multi-functioning Unit (YR1996)
AS2501	Replace ARFF Stair Truck (YR2006)
AS2604	Replace 4 Dump Trucks w/ Plows (YR1997, YR1998, YR1999, YR2011)
AS2605	Replace 600 Watt Caterpillar Generator (YR1997)
EA2601	Design and Reconstruct Runway 12L
EA2701	Design and Reconstruct Runway 6-24 - Project 1
EA2801	Design and Reconstruct Runway 6-24 - Project 2
EB2405	Relocate Airfield Maintenance (additional funding/construction cost shortfall)

FISCAL NOTE BOARD BILL NUMBER 65

Preparer's Name Antonio Strong

Phone Number or Email Address (will be available publicly): afstrong@flystl.com

Bill Sponsor: Alderman Shane Cohn

Bill Synopsis:	Authorizes a public works and improvement program at St. Louis Lambert International Airport for FY2026-27 at an estimated cost of \$177 million.
Type of Impact:	Board Bill authorizes an appropriation totaling \$78,393,294 as follows: a) \$5,045,011 from the 2023A Series Bonds b) \$73,348,283 from the sale of the Series 2026 Project Bonds
Agencies Affected:	Airport Authority

SECTION A

Does this bill authorize:

- An expansion of services which entails additional costs beyond that approved in the current adopted city budget? ☒ Yes ☐ No
- An undertaking of a new service for which no funding is provided in the current adopted city budget? ☒ Yes ☐ No
- A commitment of city funding in the future under certain specified conditions? ☐ 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 ☐ No
- An execution or initiation of an activity as a result of federal or state mandates or requirements? ☐ Yes ☒ No
- A capital improvement project that increases operating costs over the current adopted city budget? ☐ Yes ☒ 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 ☐ 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 ☒ 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? ☐ Yes ☒ No

- If yes, explain the impact and the estimated cost:

- Does the bill create a program or administrative subdivision? ☐ Yes ☒ 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:

All operating and maintenance costs will be funded from Airport derived user charges or fees and do not derive funding from tax dollars

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	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	N/A	N/A	N/A
Additional Revenue	N/A	N/A	N/A
Net	N/A	N/A	N/A
Financial Estimate of Impact on Special Funds			
Fiscal Impact	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	N/A	N/A	N/A
Additional Revenue	N/A	N/A	N/A
Net	N/A	N/A	N/A

- Describe any assumptions used in preparing this fiscal note:
Series 2026 Project fund bonds will be sold in November,
2026

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:
N/A

- Have the financial estimates of this bill been verified by the City Budget Division?

☐ Yes ☒ No

 - If yes, by whom? _____ .

Summary
Board Bill Number 67
Introduced by Alderman Shane Cohn
August 28, 2026

An Ordinance recommended by the Civil Service Commission amending **Ordinance Number 72150** to provide a new pay grade applicable to the Director of Airports with a specified pay range; and with an emergency clause.

BOARD BILL NUMBER 67 INTRODUCED ALDERMAN SHANE COHN

An Ordinance recommended by the Civil Service Commission amending **Ordinance 72150** to create a new pay grade 231 with a corresponding pay range and to change the pay grade for the Director of Airports classification to grade 231; and with an emergency clause.

WHEREAS, the City of St. Louis owns and operates St. Louis Lambert International Airport; and

WHEREAS, it is vital to the City and to the St. Louis region to attract and retain a highly qualified and experienced person to serve as the Director of Airports; and

WHEREAS, it is necessary for the City to increase the salary range for the Director of Airports classification in order to compete with the compensation packages offered by other cities, regions, and airport authorities who operate comparable airports, especially as the airport proceeds with its planned capital improvements over the next several years.

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

SECTION ONE. Section 2 of Ordinance 71250 is amended to add a new pay grade 231 and shall be and read as follows:

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
206	1654	2481
207	1737	2605
208	1824	2735
209	1915	2872
210	2011	3016
211	2111	3167
212	2217	3325
213	2327	3491

1	214	2444	3666
2	215	2566	3849
3	216	2694	4041
4	217	2829	4244
5	218	2970	4456
6	219	3119	4678
7	220	3275	4912
8	221	3439	5158
9	222	3611	5416
10	223	3791	5687
11	224	3981	5971
12	225	4180	6270
13	226	4389	6583
14	227	4608	6912
15	228	4839	7258
16	229	5080	7621
17	230	5335	8002
18	231	15384	25000

19

20 **(b) FIRE DIVISION PAY SCHEDULE:**

21 The bi-weekly pay schedule for all pay grades denoted by the suffix “F” will be adopted
22 in accordance with Section 31 of Article XVIII of the City Charter. The Director of Personnel

1 shall establish such regulations and procedures as are necessary to place the Fire Division Pay
 2 Schedule in effect. The following bi-weekly pay schedule is for all pay grades denoted with the
 3 suffix "F"

FIRE BI-WEEKLY RANGE OF PAY

Class Codes								
	2211	2212	2215	2216	2227	2231	2235	2239
	2221	2222	2226					
Current								
Years								
of	69F	69F	72F	74F	77F	78F	81F	83F
Service								
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:

1

GRADE	BI-WEEKLY RATE
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1E	\$3929
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2E	\$4855
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3E	\$5706
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2

3 (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	1997-00-B	\$83 per meeting, up

Contractors		to 15 meetings a year
Member, Board of Examiners for	1998-00-B	\$45 per meeting
Mechanical Contractors		
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

1 shifts worked.

2 For employees whose pay range is established in Section 2(a) the shift differential
3 premium shall be one percent (1%) of the employee's base bi-weekly rate for each eligible shift
4 worked in a bi-weekly pay period.

5 An employee whose pay range is established in Section 2(a) shall receive shift differential
6 for working a portion of an eligible shift, provided the portion of the shift not worked is charged
7 to paid leave. Shift differential shall only be paid for whole hours worked; a fraction of an hour
8 shall not be counted toward the payment of the differential.

9 (2) For those employees whose pay range is established in Section 2(b), the shift
10 differential premium shall be \$2.00 per hour for each hour worked between 11:00 p.m. and 7:00
11 a.m. during an eligible shift. Employees must work at least 12 hours of a regularly
12 assigned 24-hour shift to be eligible for any shift differential for the shift. Such employees shall
13 not receive shift differential for overtime worked, which is not part of their regular schedule. This
14 provision will not go into effect until shift differential is agreed upon by the Director of Personnel
15 and the Union (Local 73) in writing.

16 Except shift differential premium shall be \$2.00 per hour for each hour worked between
17 11:00 p.m. and 7:00 a.m. during an eligible shift to be paid to Overtime Code 3 Fire Equipment
18 Dispatcher classifications whose pay range is established in Section 2(b).

19 (3) Except as otherwise provided in this ordinance, shift differential shall not be paid
20 to employees compensated on an hourly or per performance basis, or bi-weekly paid employees
21 who work part-time. Neither shall shift differential be paid to full-time regular employees docked
22 for any portion of an eligible shift.

1 **(f) WEEKEND DIFFERENTIAL:** When employees whose pay range is established in
2 Section 2(a) work on a Saturday and/or a Sunday they shall be eligible for weekend differential.
3 Employees whose pay grade is denoted with the suffix "M" are only eligible to receive weekend
4 differential when it is part of their regularly scheduled work hours. This differential shall be one
5 percent (1%) of an employee's base bi-weekly rate. An employee shall receive weekend
6 differential for working any portion of an eligible day. This differential shall only be paid for full
7 hours worked. Weekend differential shall not be paid to employees compensated on an hourly or
8 per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend
9 differential be paid to full-time regular employees docked for any portion of a day on which the
10 differential would otherwise be paid.

11 **(g) COMMUTING ALLOWANCE:** Employees residing within the corporate limits of the
12 City of St. Louis who are regularly assigned to a position located in a City institution, agency, or
13 facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned
14 to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the
15 amount of one hundred eighty dollars (\$180.00) bi-weekly on the effective date of this ordinance.
16 Eligible full-time employees who are assigned to an alternate form of work schedule which
17 reduces the frequency of commuting to work shall be entitled to a commuting allowance which
18 is reduced in proportion to the reduced frequency of commuting. City employees who are
19 temporarily assigned duty to a facility located outside the corporate limits of the City of St. Louis
20 shall be entitled to a per diem rate for the duration of the assignment. No employee living outside
21 of the corporate limits of the City of St. Louis shall receive a commuting allowance.

22 A period of absence of ten (10) working days or more shall result in suspension of

1 eligibility for the commuting allowance. Suspension of the commuting allowance shall begin
2 during the pay period in which the tenth (10th) day of absence occurs and shall continue for any
3 subsequent full or partial pay periods during the period of absence. Upon return to duty from such
4 absence, an employee shall immediately be eligible to resume receiving commuting allowance,
5 reduced in proportion to the time the employee did not work due to absence.

6 Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by
7 the City from a place within the corporate limits of the City of St. Louis to the work site and back
8 shall not be entitled to the commuting allowance.

9 **(h)** The Director of Personnel may establish per performance rates of pay, hourly rates of pay,
10 or rates of pay for units of work and the conditions for making of any such payments. Such per
11 performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales
12 established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established
13 considering the nature of employment, community practices in compensating similar
14 employment, and the purpose of the program for which the rate is established. Employees paid
15 per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, medical
16 leave or holiday leave with pay or other benefits accorded employees paid a bi-weekly rate except
17 that an appointing authority, with the prior approval of the Director of Personnel, and when
18 sufficient funds have been appropriated for the fiscal year, may establish a modified level or type
19 of benefit program when the provision of such benefit is needed in order to attract and retain
20 sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work
21 assignments.

22 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

1 reward increased productivity or effectiveness. The incentives offered may include cash, paid
2 time off and such other reasonable incentives as the Director of Personnel may determine. Cash
3 awards shall be made from the personal services appropriation of the unit, the account from which
4 the employee's salary is paid or from a general appropriation for this purpose.

5 (2) The Director of Personnel, upon the request of the appropriate appointing
6 authority, may establish a program of cash awards or other incentives, not to exceed ten percent
7 (10%) of annual salary, paid as an addition to pay, for the purpose of providing additional
8 compensation for employees who are fluent in a foreign language and who use this skill in the
9 necessary and regular recurring performance of the duties of their position. Cash awards shall be
10 made from the personal services appropriation of the unit, the account from which the employee's
11 salary is paid or from a general appropriation for this purpose. Cash awards and incentives under
12 this program shall be made in accordance with guidelines established by the Director of Personnel.

13 (3) Notwithstanding any other provision in this ordinance, the Director of Personnel
14 is authorized to extend the maximum of the pay ranges by up to forty percent (40%) for the
15 purpose of compensating positions which are extremely hard to fill.

16 (4) The Director of Personnel may provide an Employee Suggestion Program which
17 grants cash and other awards to recognize employee suggestions which improve City services,
18 operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to
19 the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and
20 payments for other awards shall be made from an appropriation for a suggestion program or other
21 appropriate account. Additionally, cash awards for suggestions shall be granted as an addition to
22 pay, which does not change an employee's bi-weekly rate. The Employee Suggestion Program

1 shall be administered in accordance with regulations established by the Director of Personnel.
2 The Director of Personnel may establish an authority to evaluate suggestions and determine
3 awards; the decisions of this authority shall be final.

4 **(n)** An employee who is appointed to a position requiring advanced technical skills or
5 professional qualifications may be paid at a higher rate than prescribed for the class in Section 2
6 of this ordinance on recommendation of the appointing authority with the prior approval of the
7 Director of Personnel. Such advancement shall be made solely on the basis that the employee
8 possesses exceptional academic qualifications, registrations or certifications related to the duties
9 of the position and when such academic qualifications, registrations, or certifications are not
10 deemed necessary qualifications for the class of position.

11 The Director of Personnel may also establish other incentive or reimbursement programs
12 to encourage current employees to attain registration, licensure, certification, or proof of
13 professional mastery when it is deemed to be in the best interest of the Classified Service, or when
14 such credentials are clearly recognized as adding to the capability of individuals in that area.
15 Incentives or reimbursements awarded under such programs do not result in an employee being
16 ruled ineligible for incentives or salary increases permitted under other sections of this pay
17 ordinance.

18 **(o)** In skilled trades classes, defined as those that have bona fide apprenticeship programs
19 registered with the Department of Labor or documented attainment of equivalent apprenticeship
20 programs, employees who have completed such apprenticeship programs and attained
21 journeyman status shall be granted the special skills recruitment rate for the class if a special skills
22 recruitment rate exists for the class. Employees in such classes who have completed alternative

1 training programs established and approved by the Director of Personnel, and attained
2 journeyman status shall also be eligible for a salary at the special skills recruitment rate if such a
3 rate exists for the class.

4 **(p)** An appointing authority may, with the prior approval of the Director of Personnel,
5 establish a program to reimburse, in whole or in part, expenses incurred by employees for the
6 purchase of uniform apparel required in the performance of the duties of their positions, when
7 funds have been budgeted, therefore.

8 An appointing authority may exercise the option to furnish such uniform as may be
9 required in the employee's performance of his/her duties.

10 The Director of Personnel may establish regulations relating to employees' eligibility for
11 reimbursement for uniforms.

12 Further, when funds have been budgeted therefore, an appointing authority may authorize
13 reimbursement to uniformed security or correctional employees of up to fifty dollars (\$50.00) per
14 incident for damage to personal property sustained while the employee was directly engaged in
15 quelling a disturbance while performing assigned and/or authorized duties during a shift.

16 **(q)** An appointing authority that requires employees to provide and maintain their own tools
17 shall provide a tool replacement program and/or annual maintenance allowance, with the prior
18 approval of the Director of Personnel.

19 **(r)** (1) Contingency assignment differential may be paid for certain assignments when
20 immediate position coverage is needed for any unexpected reason (*e.g.* death, forced leave,
21 emergency illness, etc.) in a higher pay grade, and shall be granted at the onset of the assignment,
22 not to extend more than one pay period. The Director of Personnel will determine the assignments

1 for which Contingency Assignment Differential will be paid. The assignment of an employee to
2 said assignment having a contingency assignment differential will be determined by the
3 appointing authority from an existing eligible list and will not constitute a promotion or
4 advancement in pay. In addition, the removal of an employee from said assignment shall not
5 constitute a demotion or reduction in pay. If an eligible list is not available, an appointing
6 authority may submit to the Director of Personnel the name of the
7 employee being considered for the assignment to determine if they meet the necessary
8 minimum qualifications for the position being considered.

9 For an employee whose pay range is established in Section 2(a), or 2(b), with the prior
10 approval of the Director of Personnel, the contingency assignment differential will be ten percent
11 (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-
12 weekly period worked or one percent (1%) of the employee's regular base bi-weekly rate for each
13 shift assignment covered, not to exceed one (1) pay period.

14 (2) Temporary assignment differential will be paid for certain assignments when a
15 vacancy exists for any reason (*e.g.* separations, terminal vacation, leave of absence, military leave,
16 etc.) in a position with a higher pay grade, and shall be granted for at least one (1) pay period but
17 not more than thirteen (13) pay periods, and offset by any days that the employee by reason of
18 absence is not fulfilling the assignment. The Director of Personnel will determine the assignments
19 for which the temporary assignment differential will be paid. The assignment or removal of an
20 employee from said assignment having a temporary assignment differential will be determined
21 by the appointing authority and will not constitute a promotion, demotion, advancement, or
22 reduction in pay. The intended employee must meet the minimum qualifications for the position

1 to be assigned. The temporary assignment differential shall be computed as an addition to pay
2 and not affect the employee's regular bi- weekly rate.

3 For an employee whose pay range is established in Section 2(a) or 2(b), with the prior
4 approval of the Director of Personnel, the temporary assignment differential will be ten percent
5 (10%) of the employee's regular base bi-weekly rate added as an addition to pay for each bi-
6 weekly period worked, not to exceed thirteen (13) pay periods. The Director of Personnel may
7 require the establishment of a department policy on temporary assignment differential pay and
8 must sign off on the policy prior to authorizing temporary assignment differential.

9 **(s)** City employees who are required by their appointing authority to routinely use their
10 personal vehicle in the performance of their duties shall be compensated by receiving a vehicle
11 maintenance and use allowance of two hundred ninety-seven dollars (\$297.00) per month.
12 Eligible employees who use their personal vehicle with reduced frequency shall be entitled to a
13 vehicle maintenance and use allowance which is reduced in proportion to the reduced frequency
14 of use, subject to the approval of the Director of Personnel.

15 **(t)** An appointing authority may, with the prior approval of the Director of Personnel,
16 establish a program to reimburse, in whole or in part, parking expenses incurred by employees,
17 when funds have been budgeted, therefore.

18 **(u)** An appointing authority may, with the prior approval of the Director of Personnel,
19 establish a program to reimburse the cost, in whole or in part, of veterinary care, food, equipment
20 and other essentials as determined by the City for each canine assigned to an employee, when
21 funds have been budgeted, therefore.

22 **SECTION TWO.** Section 1 of Ordinance 71250 is amended to change the pay grade for the

Director of Airports to grade 231 and shall be and read 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	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
Commissioner of Streets	4248	224	M	1
Commissioner of Supply	1229	221	M	1
Commissioner of Towing	3349	220	M	1
Commissioner of Traffic	4283	224	M	1
Commissioner of Violence Prevention	2153	226	M	1
Commissioner of Water	4329	226	M	1
Commissioner on the Disabled	6163	220	M	1
Communications Center Coordinator	2161	212	G	3
Communications Equipment Installer	1869	204	T	3
Communications Service Center Manager	1865	220	M	1
Communications Service Center Specialist I	1861	209	G	3
Communications Service Center Specialist II	1862	211	G	3
Communications Service Center Supervisor	1864	215	M	1
Community Development Planner I	4121	211	G	3
Community Development Planner II	4122	212	G	3
Community Development Planner III	4126	213	G	1
Community Development Research Analyst	4184	213	G	3
Community Development Specialist	4124	210	G	3
Community Development Supervisor	4127	215	M	1
Community Health Worker	5624	203	G	3
Community Program Aide	6171	203	G	3

Comptroller	1489	2	E	1
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	230 231	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

1 **SECTION THREE.** Emergency Clause. This ordinance being deemed necessary for the immediate
2 protection of the public health and welfare, it is hereby declared to be an emergency ordinance within

- 1 the meaning of Sections 19 and 20 of Article IV of the City Charter and shall take effect upon its
- 2 approval by the Mayor.

FISCAL NOTE

BOARD BILL NUMBER 67

Preparer's Name Cheryl Campbell

Phone Number or Email Address (will be available publicly) campbellch@stlouis-mo.gov

Bill Sponsor Alderman Shane Cohn

Bill Synopsis:	<i>An Ordinance recommended by the Civil Service Commission amending the official pay schedule and alphabetical list of classes to create pay grade 231 with a bi-weekly pay range of \$15,384 to \$25,000 and to change the Director of Airports classification from pay grade 230 to pay grade 231 to attract and retain a highly qualified and experienced Director of Airports as the Airport proceeds with planned capital improvements; and containing an emergency clause.</i>	
Type of Impact:	<i>Increased Personnel Costs (Estimated Salary Range; Fund Allocation Indeterminate)</i>	
Agencies Affected:	<i>St. Louis Lambert International Airport; Department of Personnel.</i>	

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 ☒ No
- A capital improvement project that increases operating costs over the current adopted city budget? ☐ Yes ☒ 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 ☒ 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 ☒ 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? ☒ Yes ☐ No
 - If yes, explain the impact and the estimated cost:

The bill changes the Director of Airports classification from pay grade 230 to newly created pay grade 231, which establishes a bi-weekly salary range of \$15,384 to \$25,000, or \$399,984 to \$650,000 annualized over 26 pay periods. The bill lists pay grade 230 at \$5,335 to \$8,002 bi-weekly, or \$138,710 to \$208,052 annualized. Comparing the corresponding minimums and maximums, the estimated salary increase is \$10,049 to \$16,998 bi-weekly, or \$261,274 to \$441,948 annualized. The actual fiscal impact will depend on salary placement within pay grade 231 and the number of affected pay periods.

- Does the bill create a program or administrative subdivision? ☐ Yes ☒ 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 estimated additional annual salary expenditure is \$261,274 to \$441,948, based on a comparison of the corresponding endpoints of pay grades 230 and 231. The legislative record provided for review does not designate the fund from which the expenditure would be paid; therefore, the estimated impact cannot be allocated between the General Fund and Special Funds. No separate equipment or maintenance costs are identified.

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	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>
Additional Revenue	\$0	\$0	\$0
Net	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>
Financial Estimate of Impact on Special Funds			
Fiscal Impact	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>
Additional Revenue	\$0	\$0	\$0
Net	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>	<i>Indeterminate (See Assumptions)</i>

- Describe any assumptions used in preparing this fiscal note:

The calculation assumes 26 bi-weekly pay periods and compares the minimum of pay grade 230 with the minimum of pay grade 231 and the maximum of pay grade 230 with the maximum of pay grade 231; because the legislative record does not designate the fund from which the expenditure would be paid, no allocation between the General Fund and Special Funds is assumed, and the fund-level estimates are therefore indeterminate; and the estimate assumes salary costs only, with no employer-paid benefit rate or other related-cost factor applied.

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:

Board Bill Number 67 Legislative Package dated August 28, 2026, including the incorporated pay schedules.

- Have the financial estimates of this bill been verified by the City Budget Division?
_____Yes X No
 - If yes, by whom? _____ .

Summary
Board Bill Number 68
Introduced by Alderman Shane Cohn
August 28, 2026

An Ordinance amending **Section 18.08.020 of the Revised Code of the City of St. Louis** to permit the Office of the Mayor to enter into a binding agreement with the Director of Airports for a term exceeding the Mayor's term, with the approval of the Airport Commission and the Board of Estimate and Apportionment; and containing an emergency clause.

BOARD BILL NUMBER 68 INTRODUCED BY ALDERMAN SHANE COHN

An ordinance repealing and replacing Section 18.08.020 of the Revised Code of the City of St. Louis to authorize the Mayor to enter into a contract with the Director of Airports to provide for a specific term of employment and other conditions of employment; and containing an emergency clause.

WHEREAS, the City of St. Louis owns and operates St. Louis Lambert International Airport; and

WHEREAS, it is vital to the City and to the St. Louis region to attract and retain a highly qualified and experienced person to serve as the Director of Airports; and

WHEREAS, it is necessary for the City to have the flexibility to negotiate terms of an agreement with a Director of Airports that are comparable to the terms offered by peer regions for similar positions and provide a minimum term of employment that exceeds the current Mayor's term.

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

SECTION ONE. Section 18.08.020 of the Revised Code of the City of St. Louis is repealed, and in its place there shall be a new Section 18.08.020 which shall be and read as follows:

A Director of Airports shall be the Chief Executive Officer of the Airport Authority of the City.

The Director of Airports shall be appointed by the Mayor for a term to run concurrently with the Mayor's term of office, or until his successor is appointed and qualified. **Notwithstanding the foregoing, the Office of the Mayor may enter into a binding agreement on behalf of the City with the Director of Airports or person accepting such position that provides for a minimum term of employment extending beyond the Mayor's term as well as other conditions of employment provided such agreement is approved by the Airport Commission and the Board of Estimate and Apportionment.**

The Director of Airports shall have:

- 1 A. Attained the age of thirty years;
- 2 B. Educational attainments or equivalent practical training approximating those necessary for
- 3 graduation from a standard college or university with a degree in public administration, business
- 4 administration, accounting, law, engineering or related fields;
- 5 C. During five of the ten years prior to appointment been actively engaged in operation,
- 6 management, maintenance, accounting, design or construction work at or for air carrier airports.
- 7 **SECTION TWO.** Emergency Clause. This ordinance being deemed necessary for the immediate
- 8 protection of the public health and welfare, it is hereby declared to be an emergency ordinance within
- 9 the meaning of Sections 19 and 20 of Article IV of the City Charter and shall take effect upon its
- 10 approval by the Mayor.

FISCAL NOTE

BOARD BILL NUMBER 68

Preparer's Name Cheryl Campbell

Phone Number or Email Address (will be available publicly) campbellch@stlouis-mo.gov

Bill Sponsor Alderman Shane Cohn

Bill Synopsis:	<i>Board Bill 68 repeals and replaces Section 18.08.020 of the Revised Code of the City of St. Louis to authorize the Mayor, with the approval of the Airport Commission and the Board of Estimate and Apportionment, to enter into a binding agreement with the Director of Airports or a person accepting the position. The agreement may establish a minimum term of employment extending beyond the Mayor's term and provide other conditions of employment. The bill contains an emergency clause.</i>
Type of Impact:	<i>Indeterminate (Fiscal Terms Established Through Future Employment Agreement)</i>
Agencies Affected:	<i>Office of the Mayor; Airport Authority; Airport Commission; Board of Estimate and Apportionment.</i>

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:

Board Bill 68 authorizes the City to enter into a binding employment agreement with the Director of Airports or a person accepting the position. The agreement may establish a minimum term extending beyond the Mayor's term and other conditions of employment. The bill authorizes the future agreement but does not establish its compensation, benefits, duration, termination provisions, or other financially material terms. Those terms will be established through the agreement contemplated by the bill, and the bill does not identify the applicable funding source. Therefore, the amount, timing, and fund-level allocation of any resulting fiscal impact are indeterminate.

- 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:

No additional equipment or maintenance costs are identified. Any additional annual operating cost would depend upon the compensation and other financially material conditions included in an agreement authorized by the bill and is therefore indeterminate. The bill does not identify the fund or funds from which any resulting costs would be paid.

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	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>
Additional Revenue	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>
Net	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>
Financial Estimate of Impact on Special Funds			
Fiscal Impact	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>
Additional Revenue	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>
Net	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>

- Describe any assumptions used in preparing this fiscal note:

The estimate assumes that Board Bill 68 authorizes, but does not itself establish, the financially material terms of the contemplated employment agreement. The agreement may establish the term of employment, compensation, benefits, termination provisions, and other conditions of employment. The bill leaves those terms to the future agreement and does not identify the applicable funding source. Accordingly, the amount, timing, and allocation of any resulting cost between the General Fund and Special Funds cannot be determined from the bill language.

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:

Board Bill 68, introduced August 28, 2026.

- Have the financial estimates of this bill been verified by the City Budget Division?
_____Yes ☒No
- If yes, by whom? _____ .