



Agenda
Personnel & Administration Committee
Regular Meeting
St. Louis Board of Aldermen
Thursday, October 9, 2025 - 11:00 AM
Kennedy Room

President Megan Green, Chair
Shane Cohn, Vice Chair
Committee Members:
Alderman Shameem Clark-Hubbard
Alderman Rasheen Aldridge

Order of Business

I. Call to Order

II. Roll Call

III. Approval of Minutes

Minutes of the October 2, 2025, committee meeting.

IV. Board Bills for Review

None

V. Resolutions for Review

(The committee will discuss the item below. No public comment will be taken)

Resolution Number 118

Introduced by Alderman Aldridge, Megan E Green

NOW THEREFORE BE IT RESOLVED by the Board of Aldermen of the City of St. Louis that the St. Louis Board of Aldermen voluntarily recognizes the United Auto Workers as the bargaining representative for the Organizing Committee of the Legislative Staff at the St. Louis Board of Aldermen.

VI. Committee Discussions

(The committee will discuss the item below. No public comment will be taken)

Discussion Item Number 1

Performance reviews for BOA Employees

The committee will discuss performance reviews.

Discussion Item Number 2

Records Retention Policy

The committee will discuss a Records Retention Policy.

Discussion Item Number 3

Various Personnel Issues

The committee will discuss various personnel issues.

Closed Meeting Statement

Portions of this meeting of Board of Aldermen's Personnel and Administration Committee may be closed to the public under the provisions of Section 610.021 (3) and Section 610.022 in order to permit the members of the Committee to discuss matters related to the hiring, firing, disciplining or promoting of employees of the Board of Aldermen.

VII. Acknowledgment of Any Written Testimony

VIII. Announcements

IX. Excused Members

X. Adjournment



**Preliminary Minutes
Personnel and Administration Committee Meeting
St. Louis Board of Aldermen
Thursday, October 2, 2025 –11:00 a.m.
Kennedy Room**

President Megan Green, Chair
Alderman Shane Cohn, Vice Chair
Committee Members:
Alderswoman Shameem Clark-Hubbard
Alderman Rasheen Aldridge

Megan Green, President

Order of Business

I. Call to Order

The Chair called the meeting to order at 11:01 a.m.

II. Roll Call

The following members were present: Mr. Cohn, Ms. Clark Hubbard, Mr. Aldridge and President Green. **4 members were present. A quorum was established.**

III. Approval of Minutes

Minutes of the Thursday, September 11, 2025 committee meeting.

The Chair stated that she would entertain a motion to pass the minutes of the Thursday, September 11, 2025 committee meeting.

Mr. Cohn moved to adopt the minutes dated Thursday, September 11, 2025 committee meeting.

Seconded by Ms. Clark Hubbard.

The Chair directed the Assistant Clerk to call the roll.

The Assistant Clerk called the roll and the following votes were recorded:

The following voted Aye:

Mr. Cohn, Ms. Clark Hubbard, Mr. Aldridge and President Green. **4 Aye votes were cast.**

The following voted No:

None

The following voted Present:
None

The following Abstained:
None

The following recused themselves:
None

A total of 4 votes were cast. The motion carried.

IV. Board Bills for Review

None

V. Resolutions for Review

None

VI. Committee Discussions

(The committee will discuss the following. No public comment will be taken)

Discussion Item Number 1

Hiring of Legislative Assistant for the 7th Ward

The committee will hire the 7th Ward Legislative Assistant performance reviews.

President Green stated she will entertain a motion to go into closed session to discuss Discussion Item 1.

Mr. Cohn moved to go into closed session

Seconded by Ms. Clark Hubbard.

Mr. Aldridge requested previous roll. No one objected to previous roll.

The following votes were recorded.

The following voted Aye:

Mr. Cohn, Ms. Clark Hubbard, Mr. Aldridge, and President Green. **4 Aye votes were cast.**

The following voted No:

None

The following voted Present:

None

The following Abstained:

None

The following recused themselves:

None

A total of 4 votes were cast. The motion carried.

The meeting went in to closed session at 10:05 am.

Mr. Cohn moved to leave closed session.

Seconded by Mr. Aldridge.

Mr. Cohn requested previous roll. No one objected to previous roll.

The following votes were recorded.

The following voted Aye:

Mr. Cohn, Ms. Clark Hubbard, Mr. Aldridge, and President Green. **4 Aye votes were cast.**

The following voted No:

None

The following voted Present:

None

The following Abstained:

None

The following recused themselves:

None

A total of 4 votes were cast. The motion carried.

The meeting returned to open session at 11:10 am

Discussion Item Number 2

Posting 3rd Ward Legislative Assistant.

The committee will discuss extending the posting for the open 3rd Ward Legislative Assistant

President Green stated the committee will discuss Discussion Item Number 2, reposting of the Legislative Assistant for the 3rd Ward.

President Green recognized Mr. Cohn to discuss the reposting for the 3rd Ward Legislative Assistant.

Mr. Cohn stated that he would like to have the reposting set for Monday, October 6, 2025 for 2 weeks.

Having no further discussion, President Green stated she will entertain a motion to repost the Legislative Assistant position for the 3rd Ward.

Mr. Cohn moved to repost the Legislative Assistant position for the 3rd Ward for 2 weeks.

Seconded by Ms. Clark Hubbard.

Having no further discussion, President Green directed the Administrative Assistant to call the roll.

The Administrative Assistant called the roll and the following votes were recorded:

The following voted Aye:

Mr. Cohn, Ms. Clark Hubbard, Mr. Aldridge and President Green. **4 Aye votes were cast.**

The following voted No:

None

The following voted Present:

None

The following Abstained:

None

The following recused themselves:

None

A total of 4 votes were cast. The motion carried.

VII. Acknowledgement of Any Written Testimony

None

VIII. Announcements

None

IX. Excused Alderman

All members were present.

X. Adjournment

After no further business, the Chair adjourn the meeting at 11:13 am.

RESOLUTION NUMBER 118
VOLUNTARILY RECOGNIZING THE BARGAINING UNIT FOR THE LEGISLATIVE STAFF
MEMBERS AT THE ST. LOUIS BOARD OF ALDERMEN

WHEREAS, during the 2023-2024 legislative session, the Board of Aldermen approved its inaugural cohort of Legislative Assistants, who have provided additional support to each individual Aldermen by researching and drafting legislation, preparing policy briefs and legislative memoranda, handling constituent service requests, and so much more; and

WHEREAS, the Legislative Staff, which includes the non-managerial staff members of the President of the Board of Aldermen, are an essential workforce for the St. Louis Board of Aldermen and they are critical to both the day-to-day operations as well as the overall direction at the Board of Aldermen; and

WHEREAS, the Legislative Staff came together to address their workplace needs, and after careful consideration and collective deliberation, chose to organize with United Auto Workers (UAW) Local 1887 as their union representative to secure access to additional personnel and infrastructural support; and

WHEREAS, this legislative body has previously declared its ongoing duty to support, protect and defend City residents fighting against coercion and interference in their right to organize, including most recently Resolution 223 (2025), supporting the Gardaworld employees at Lambert International Airport organizing with SEIU Local 1 - Resolution 14 (2023), supporting the staff at Places for People organizing with SEIU Healthcare - Resolution 95 (2023), supporting the nurses at Saint Louis University Hospital organizing with National Nurses United - Resolution 157 (2023), supporting the Aramark janitors at Anheuser-Busch InBev who are organizing with UNITED HERE Local 74; among many others; and

WHEREAS, it is under this longstanding and steadfast support of unions that the Board of Aldermen adopts this resolution that voluntarily recognizes the United Auto Workers as the bargaining representative for the Organizing Committee of legislative staff at the Board of Aldermen; and

WHEREAS, the Board of Aldermen has the authority to voluntarily recognize the United Auto Workers as the bargaining representative due to Rule 1, Section 1, Subsection Z, Clause 5 of the Civil Service Commission; and

WHEREAS, many members of the St. Louis Board of Aldermen have stood alongside members of UAW Local 1887, whether at the General Motors factory in Wentzville, or most recently in Midtown with the Graduate Workers of SLU; and

WHEREAS, in support of this voluntary recognition, the St. Louis Legislative Staff Organizing Committee has collected signatures from 75% of the bargaining unit through signed authorization cards; and

WHEREAS, upon approval of this legislative body, the St. Louis City Legislative Staff Organizing Committee will become one of the first municipal legislative staffs in the United States, and the first in Missouri, to organize and initiate the collective bargaining process – ensuring infrastructure and fair work conditions for future Aldermanic staff members.

NOW THEREFORE BE IT RESOLVED by the Board of Aldermen of the City of St. Louis that the St. Louis Board of Aldermen voluntarily recognizes the United Auto Workers as the bargaining representative for the Organizing Committee of the Legislative Staff at the St. Louis Board of Aldermen.

NOW THEREFORE BE IT FURTHER RESOLVED that the St. Louis Board of Aldermen commits to negotiating in good faith to swiftly reach an agreement with UAW and the Legislative Staff's Organizing Committee that recognizes the essential work of the Board of Aldermen's legislative staff.

Introduced this 26th day of September, 2025 by:
The Honorable Rasheen Aldridge, Alderman 14th Ward
Cosponsors:
The Honorable Megan Green, President of the Board
The Honorable Laura Keys, Alderwoman 11th Ward

Adopted this 26th day of September, 2025 as attested by:

Terry Kennedy
Clerk, Board of Aldermen

Megan Green
President, Board of Aldermen