

1 **BOARD BILL NO. 229 INTRODUCED BY ALDERMAN JOSEPH VACCARO**

2 An Ordinance to amend Section Seven of Ordinance No. 69190, adjusting the salaries of
3 employees in the Sheriff's Office and enacting in lieu thereof a new section, at the discretion of
4 the Sheriff, employees may receive a two percent (2%) salary increase annually and containing
5 an emergency clause.

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

7 **SECTION ONE.** Section Seven of Ordinance 69190 is hereby amended and a new
8 section is hereby enacted, to read as follows:

9 **SECTION SEVEN: Salary Adjustment.**

10 (a) A decrease in the salary range for poor performance of the duties of the position or for
11 job performance which does not warrant continued pay at an advanced rate in the salary range
12 shall be made in accordance with standards established by the appointing authority.

13 (1) Exceptional performance of duties:

14 The appointing authority of an employee who demonstrates exceptional performance of
15 duties or outstanding qualifications may advance the employee, by not more than ten percent
16 (10%) after twenty-six (26) weeks of employment at a rate in the salary range which may be in
17 addition to any merit increase received.

18 (2) Substandard performance of duties:

19 The appointing authority of an employee whose level of performance is significantly
20 diminished and no longer warrants payment at the current rate within the range may be
21 decreased to a lower rate in the salary range.

1 (b) The pay of any employee may be decreased as a disciplinary action by an appointing
2 authority to a lower rate or step within a salary range. The decrease shall not be greater than
3 fifteen (15%) percent of the employee's current salary rate. In no case shall the decrease be
4 below the minimum of the pay range for the class. The appointing authority may determine that
5 the pay decrease shall be effective for a specific number of bi-weekly pay periods, providing,
6 however, that such decrease shall not be effective for more than twenty six (26) weeks.

7 (c) The Appointing Authority may establish procedures for the review and approval of
8 within-range salary adjustments to correct or mitigate serious and demonstrable internal pay
9 inequities. Salary adjustment under this provision shall preclude adjustments to compensate or
10 reward employees for long-term or meritorious service.

11 (d) **At the discretion of the Sheriff, employees may receive a two percent (2%) salary**
12 **increase annually.**

13 (e) For the purpose of computing earnings and length of service for salary advancement,
14 the time shall start with the Sunday preceding all appointments effective on Monday. Absence
15 from service as a result of vacation, sick leave, jury/witness leave, suspension, non-paid absence,
16 leave of absence for service in the armed forces, and leaves of absence for study to improve
17 performance of City job will not interrupt continuous service. Absence from service for any
18 other cause except as set forth above will result in breaking continuity of service.

19 **SECTION TWO.** Emergency Clause. This being an ordinance for the preservation of
20 public peace, health and safety, it is hereby declared to be an emergency measure within the
21 meaning of Sections 19 and 20 of Article IV of the Charter of the City of St. Louis and therefore
22 this ordinance shall become effective immediately upon its passage and approval by the Mayor.