

SUMMARY

BOARD BILL NUMBER 228 CS

PRIMARY SPONSOR: ALDERMAN JOHN COLLINS MUHAMMAD

February 21, 2020

The Board Bill relates to the appointment of and salaries of certain Employees in the Sheriff's Office pursuant to Section 82.610, Revised Statutes of Missouri, by repealing Ordinances; allocating certain other employees to a grade with rate; and including an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the first pay period following approval by the Mayor.

**BOARD BILL NUMBER 228 COMMITTEE SUBSTITUTUE INTRODUCED BY
ALDERMAN JOHN COLLINS MUHAMMAD/ ALDERWOMAN CAROL HOWARD**

1 An ordinance amending Ordinance 70714 by amending Section One, repealing Section Two of
2 that ordinance and enacting in lieu thereof a new Section Two pertaining to the same subject
3 matters; and amending Section Three amending the pay matrix containing an emergency clause.

4 BE IT ORDAINED BY THE CITY OF SAINT LOUIS AS FOLLOWS:

5 Amending Section One, Repeal of Section Two and amending Section Three of Ordinance
6 70714

7 Ordinance 70714 is hereby amended by amending Section One, repealing Section Two of said
8 Ordinance which is presently codified as Section 4.36.010 of the Code and enacting in lieu
9 thereof a new Section Two and amending Section Three which shall read as follows:

10 SECTION ONE:

11 The following command personnel and deputies in the Sheriff's Office as may be appointed
12 under provisions of Section 57.530 Missouri Revised Statutes, 1978 shall be compensated not in
13 excess of compensation as established in accordance with Section 4.36.020 and subsequent
14 sections of this chapter.

15 TITLE GRADE

16 Administrative Aide to the Sheriff 18G

17 Major 17G

18 Captain 16G

19 Lieutenant 14G

20 Chief Execution Deputy – Attorney 13G

1 Sergeant 13G

2 **Deputy 12G**

3 **SECTION TWO: (1) All full time employees employed on March 29, 2020 whose salary is**
4 **established in 4.36.010 Sheriff Pay Schedules, shall receive a one-time, lump sum payment**
5 **of \$1,000.00 effective with the pay period beginning March 29, 2020.**

6 (2) **Effective beginning with the bi-weekly pay period starting June 21, 2020, all**
7 **employees whose salary is established in Section 4.36.010, who would be eligible to receive**
8 **an annual step increase based on performance review and approval of the Sheriff will**
9 **instead receive a two-step (i.e. 3%) increase regardless of their current rate or place in the**
10 **pay schedule.**

11 SECTION THREE. OFFICIAL PAY SCHEDULE OF GRADES.

12 There is hereby adopted as the compensation schedule for all pay ranks established in Section
13 Two beginning with the bi-weekly pay period starting with the effective date of this ordinance.

14 There is hereby adopted as a minimal and maximum pay range and a Matrix reflecting suggested
15 salary increases within the pay range for all classification grades of positions in Section Two of
16 this ordinance, beginning with the bi-weekly pay period concurrent with the effective date of this
17 ordinance.

18 **Bi-Weekly Range of Pay in Whole Dollars**

Grade	Minimum	Maximum
12	1,292	2,313
13	1,429	2,556

14	1,644	2,939
15	1,890	3,376
16	2,174	3,881
17	2,501	4,461
18	2,875	5,124

Matrix

	12	13	14	15	16	17	18
1	1292	1429	1644	1890	2174	2501	2875
2	1318	1457	1677	1928	2219	2551	2932
3	1345	1487	1711	1967	2263	2603	2992
4	1372	1517	1746	2007	2309	2655	3052
5	1400	1548	1782	2048	2356	2709	3114
6	1429	1580	1818	2090	2403	2763	3177
7	1457	1612	1854	2132	2451	2819	3240
8	1487	1645	1892	2174	2502	2877	3306
9	1517	1678	1930	2219	2552	2934	3372
10	1548	1712	1969	2264	2604	2993	3440
11	1580	1747	2010	2309	2656	3054	3510
12	1612	1783	2050	2357	2710	3116	3580
13	1645	1819	2092	2404	2765	3179	3652
14	1678	1855	2134	2452	2820	3242	3727
15	1712	1893	2177	2502	2877	3308	3801
16	1747	1931	2221	2552	2936	3374	3878
17	1783	1970	2266	2604	2994	3442	3956
18	1819	2011	2312	2656	3055	3512	4036
19	1856	2051	2359	2710	3117	3582	4117
20	1893	2093	2406	2765	3180	3654	4199

21	1931	2135	2454	2821	3243	3729	4284
22	1970	2178	2505	2878	3308	3804	4370
23	2011	2223	2555	2936	3375	3880	4458
24	2052	2267	2607	2995	3443	3958	4547
25	2093	2313	2659	3055	3512	4038	4639
26	2135	2360	2713	3117	3583	4119	4733
27	2178	2408	2768	3180	3655	4202	4828
28	2223	2457	2824	3243	3730	4287	4924
29	2267	2506	2881	3309	3804	4372	5023
30	2313	2556	2939	3376	3881	4461	5124

1 **SECTION FOUR: Shift differential compensation—Maximum salary—Increases.**

2 A. A shift differential compensation for certain work assignments may be paid. The
3 appointing authority shall determine the work assignments or activities performed for
4 which shift differential compensation shall be paid.

5 Before shift differential compensation may be made an employee must have completed (5) hours
6 of regular employment before 7:00 a.m. or five hours after 3:00 p.m. in the twenty-four-hour
7 period which begins at the employees' normal reporting time.

8 An employee shall be paid 1.00% of the employee's regular base bi-weekly rate for each eligible
9 shift worked in a bi-weekly pay period. An employee shall work a complete eligible shift to
10 receive shift differential compensation.

11 Shift differential shall not be paid to employees who work part-time, or full-time regular
12 employees docked for any portion of a shift. An employee shall receive shift differential for
13 working a portion of an eligible shift. Shift differential shall only be paid for whole hours
14 worked, providing the portion of the shift not worked is charged to paid leave. A fraction of an

1 hour shall not be counted toward the payment of the differential. An employee shall not receive
2 shift differential compensation for any overtime worked that is not part of their regular schedule.
3 Employees who work on a Saturday and/or Sunday shall be paid a weekend differential.
4 This differential shall be 1.00% of an employee's base bi-weekly rate and shall not be paid for
5 any overtime worked that is not part of an employee's regular schedule. An employee shall
6 receive weekend differential for working a portion of an eligible day. This differential shall only
7 paid for whole hours worked, providing the portion of the day not worked is charged to paid
8 leave. A fraction of an hour shall not be counted toward the payment of the differential.
9 Weekend differential shall not be paid to employees compensated on an hourly or per-
10 performance basis or to bi-weekly paid employees who work part-time or full-time regular
11 employees docked for any portion of a day. The appointing authority may approve the payment
12 of hiring incentives to recruit qualified personnel for positions that are difficult to fill. Hiring
13 incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the
14 position for which the incentive is to be paid.
15 An employee who is appointed to a position requiring advanced technical skills or professional
16 qualifications may be paid at a rate up to ten (10%) higher than prescribed for the class. Such
17 advancement shall be made solely on the basis that the employee possesses exceptional academic
18 qualifications related to the duties of the position. The appointing authority may also establish
19 other bonus, incentive, or reimbursement programs to encourage current employees to attain
20 registration, licensure, certification, or proof of professional mastery when it is deemed to be in
21 the best interest of the service, or when such credentials are clearly recognized as adding to the
22 capability of individuals in that area. Incentives, bonuses, or reimbursements conveyed under

1 such programs would not result in an employee being ruled ineligible for bonuses or salary
2 increases permitted under other sections of this chapter.
3 The appointing authority may establish a location allowance for positions which are difficult to
4 fill at specific duty stations. This allowance shall be in an amount up to ten percent of the median
5 of the pay range of the position for which the allowance is to be paid. The location allowance
6 shall be considered an addition to pay and shall not change the employee's base rate.

7 B. No employee shall be paid at the rate lower than the minimum or higher than the
8 maximum of the salary range established for the class to which his/her position has been
9 allocated, except as otherwise provided in this chapter.

10 C. When a new employee is approved under Section 57.530 Missouri Revised Statutes,
11 1978, the annual rate of compensation shall be twenty-six (26) times the first or lowest step
12 within each rank or position.

13 D. Deputies and assistants in the Sheriff's Office may receive such hourly, daily or other
14 rate as may be allowed by the Circuit Court, for special services authorized by the Circuit Court,
15 and assigned by the Sheriff, when such special services are for additional work over and above
16 the regularly assigned working hours and payment of such special service is being taxed as costs
17 in the particular case or circumstance and deposit of such cost is made in advance of such special
18 services.

19 **SECTION FIVE: Starting Salary.**

20 The minimum rate of pay for a position shall be paid upon original appointment to the class,
21 unless the appointing authority finds that it is impossible to recruit employees with adequate
22 qualifications at the minimum rate.

1 If an advanced starting salary is necessary, the appointing authority may establish a recruitment
2 rate for a single position or all positions in a class and authorize employment at a figure above
3 the minimum but within the regular range of salary established for the class.

4 **SECTION SIX: Promotion, demotion, reallocation and transfer.**

5 An employee who is transferred, promoted, demoted, or whose position is reallocated after the
6 effective date of this chapter, shall have his or her rate of pay for the new position determined as
7 follows:

8 A. Promotion. This shall be defined as a change of an employee from a position of one
9 class to a position of another class with higher pay grade.

10 1. When an employee is promoted to a position in the General Schedule, the
11 employee's salary shall be set at a rate which is five percent (5%) higher than the rate
12 received immediately prior to promotion. The Appointing Authority may approve up to a
13 twenty percent (20%) salary adjustment when such action is needed to attract
14 experienced, qualified candidates for a position. Such salary determination shall take into
15 consideration the nature and magnitude of the accretion of duties and responsibilities
16 resulting from the promotion. However, no employee shall be paid less than the
17 minimum rate nor more than the maximum rate for the new class of position, except as
18 otherwise provided in this chapter.

19 2. Temporary Promotions. Promotions of employees regardless of status, made
20 for a limited duration, shall result in a salary adjustment as in paragraph A.1 of this
21 section. Upon expiration of the temporary promotion, the employee shall be returned to

1 his/her former rate of pay, adjusted by any increases the employee may have received in
2 the absence of the temporary promotion.

3 In no case shall the employee's salary be above the maximum of the salary range.

4 B. Demotion. This shall be defined as a change of an employee to a position of one class
5 to a position of another class which has a lower pay grade.

6 1. If an employee accepts a voluntary demotion, his or her rate of pay shall be
7 reduce d to a rate within the range for the new position. The appointing authority may
8 approve up to a ten percent (10%) salary decrease upon demotion. However, no
9 employee shall be paid less than the minimum nor more than the maximum rate for the
10 new class of position.

11 C. Reallocation.

12 1. The salary of an employee which is in excess of the maximum of the range
13 prescribed by this chapter for the class and grade to which his or her position has been
14 allocated or may be reallocated shall not be reduced by reason of the new salary range
15 and grade. The salary of such employee shall not be increased so long as he or she
16 remains in the class of position, except as otherwise provided by this chapter.

17 2. If the employee's position is reallocated to class in a lower pay grade and the
18 rate of pay for the previous position is within the salary range of the new position, his or
19 her salary shall remain unchanged.

20 3. The salary of an employee whose position is allocated to a class in a higher pay
21 grade shall be determined in accordance with the provisions of this subsection A.1 of this
22 section relating to salary advancement on promotion.

1 D. Transfer. The salary rate of an employee who transfers to a different position in the
2 same class, or from a position in one class to a position in another class in the same pay grade,
3 regardless of pay schedule, shall remain unchanged, provided that no employee shall be paid less
4 than the minimum rate nor more than the maximum rate for the new class of position.

5 **SECTION SEVEN: Salary adjustment.**

6 A. A decrease in the salary range for poor performance of the duties of the position or for
7 job performance which does not warrant continued pay at an advanced rate in the salary range
8 shall be made in accordance with standards established by the appointing authority.

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

14 2. Substandard Performance of Duties. The appointing authority of an employee
15 whose level of performance is significantly diminished and no longer warrants payment
16 at the current rate within the range may be decreased to a lower rate in the salary range.

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

1 C. The appointing authority may establish procedures for the review and approval of
2 within-range salary adjustments to correct or mitigate serious and demonstrable internal pay
3 inequities. Salary adjustment under this provision shall preclude adjustments to compensate or
4 reward employees for long-term or meritorious service.

5 D. The appointing authority may approve a within range salary adjustment or other
6 incentives to retain employees in positions that are difficult to fill, or because of their unique
7 requirements. Said adjustment may only be granted once during a twenty-six (26) week period.

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

14 **SECTION EIGHT: Income sources.**

15 Any salary paid to an employee in the City service shall represent the total remuneration for the
16 employee, excepting reimbursements for official travel and other payments specifically
17 authorized by ordinance. No employee shall receive remuneration from the City in addition to
18 the salary authorized in this chapter for services rendered by the employee in the discharge of the
19 employee's ordinary duties, of additional duties which may be imposed upon the employee, or of
20 duties which the employee may undertake or volunteer to perform.

21 Whenever an employee not on an approved paid leave works for a period less than the regularly
22 established number of hours a day, days a week, or days bi-weekly, the amount paid shall be

1 proportionate to the hours in the employee's normal work week and the bi-weekly rate for the
2 employee's position. The payment of a separate salary for actual hours worked from two or more
3 departments, divisions, or other units of the City for duties performed for each of such agencies
4 is permissible if the total salary received from these agencies is not in excess of the maximum
5 rate of pay for the class.

6 **SECTION NINE: Conversion.**

7 All pay schedules in [Section 4.36.020](#) shall continue in effect until the beginning of the bi-
8 weekly pay period starting concurrently with or after the effective date of this chapter, and then
9 the rates will be adjusted as follows:

- 10 A. The rates shall be adjusted in accordance with the minimum and maximum bi-weekly
11 rates of pay and within the Matrix.
- 12 B. No employee shall be reduced in salary by reason of the adoption of the new pay
13 schedules in this chapter.
- 14 C. All pay schedules established in Ordinance 69190 and 69929 shall continue in effect
15 until the beginning of the bi-weekly pay period effective upon passage of this chapter.
 - 16 1. Based upon the service rating of an employee together with the standards of
17 performance established by the Sheriff shall determine eligibility for an
18 annual one step within pay range (merit) increase; or at the discretion of the
19 Sheriff of an increase of more than one step by not more than ten percent
20 (10%) or to the closest step in the pay range which provides not more than a
21 ten percent (10%) increase for exceptional performance of duties. Any such
22 pay increases shall be adjusted by the employee's anniversary date.

1 The compensation of the Sheriff in a city not within a county may be annually increased by an
2 amount equal to the annual salary adjustment for employees of such a city as approved by the
3 board of alderman of such city and in accordance with R.S.Mo. 57.550.

4 **SECTION TEN: Changes to pay plan.**

5 Whenever the appointing authority finds it necessary to add a new class to the pay plan, the
6 appointing authority shall allocate the class to an appropriate grade and schedule in this chapter,
7 and notify the Board of Aldermen of this action.

8 Whenever the appointing authority finds it necessary to change the pay schedule of an existing
9 class within the pay plan, the appointing authority shall allocate the class to the appropriate
10 schedule in this chapter, and notify the Board of Aldermen of this action.

11 **SECTION ELEVEN: Military leave.**

12 A. The City of St. Louis will follow all applicable state and federal laws on the granting of
13 military leave and reemployment rights. Before military leave without pay is authorized,
14 the employee shall present to the employee's appointing authority evidence of such
15 military service. Upon the expiration of military leave of absence, the employee shall be
16 reinstated to the class of position he/she occupied at the time the leave was granted
17 without breaking continuity of service. Failure of an employee to report for duty within
18 the time pursuant to state or federal law shall be just cause for dismissal. The employee's
19 accumulated leave balance(s) shall be restored to the employee upon his/her return.

20 **SECTION TWELVE: Leave of absence and family/medical leave.**

1 Employees may request a leave of absence for any reason under the leave policy, or may be
2 eligible for a "family/medical leave of absence" for certain qualifying reasons under provisions
3 of the federal "Family and Medical Leave Act of 1993" as provided in this chapter.

4 A. An appointing authority, may grant an employee in a competitive position a general leave
5 of absence without pay for a period not to exceed twelve (12) months, whenever such
6 leave is considered to be in the best interest of the City service. Such non-paid leaves are
7 granted at the discretion of the appointing authority and may be for any reason including
8 an employee's personal illness when the circumstances do not qualify for family/medical
9 leave, or when eligibility for family/medical leave has been exhausted.

10 Upon the expiration of such leave of absence, the employee shall be reinstated to the
11 competitive position he or she occupied at the time the leave was granted provided he or she
12 is able to perform the duties of the position. The employee shall be reinstated to the position
13 at the same relative rate in the salary range the employee occupied at the time the leave was
14 initiated. Failure of an employee to report for duty promptly at the expiration of the leave
15 shall be just cause for dismissal. If necessary to the efficient conduct of the business of the
16 City, an employee on leave other than military leave or qualifying family/medical leave may
17 be notified by the appointing authority to return prior to the expiration of such leave. Failure
18 of the employee to return within ten (10) days after receipt of such notice would terminate
19 his/her leave of absence and be just cause for dismissal, subject to any applicable federal,
20 state or local regulations.

21 B. The federal "Family and Medical Leave Act of 1993" entitles eligible employees to up to
22 12 weeks of unpaid leave in any 12-month period for the birth, adoption or placement of

1 a child, to care for a spouse or an immediate family member with a serious health
2 condition, or when the employee is unable to work because of a serious health condition.

3 While an employee is on a qualifying family/medical leave of absence, the City of St.
4 Louis will continue to pay the employee's health care premiums, if any, during the leave
5 period. Once the leave is concluded, the employee shall be reinstated to the same or an
6 equivalent job.

7 The appointing authority shall establish additional rules, guidelines and procedures for
8 the effective administration of the "Family/Medical Leave Policy." The policy shall
9 comply with all provisions of the "Family/Medical Leave Act of 1993" and any
10 amendments thereafter.

11 C. Employees who are granted general leaves of absence and other non-paid leaves of
12 absence, except family/medical leaves of absence, must take all accrued vacation and
13 authorized sick leave at the start of the leave of absence. Employees who are granted a
14 non-paid leave of absence will not accrue vacation or sick leave during the period of non-
15 paid leave. Upon the expiration of such leaves of absence, the employee shall follow the
16 procedures as established in this section and any other applicable regulations and
17 procedures as established by the appointing authority.

18 D. An appointing authority, may place an employee on investigative leave of absence
19 without pay pending the outcome of criminal charges pending against the employee.

20 **SECTION THIRTEEN: Holidays.**

21 The Sheriff shall grant holiday leave with pay, holiday pay, or compensatory holiday time off in
22 lieu of pay to employees working full-time who are paid a bi-weekly rate on the following days:

Date	Holiday
January 1	New Year's Day
Third Monday in January	Dr. Martin Luther King's Birthday
February 12	Lincoln's Birthday
Third Monday in February	President's Day
May 8	Truman's Birthday
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
October 8	Columbus Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
December 25	Christmas Day

- 1 Employees working full-time and paid a bi-weekly rate whose pay is established in this chapter
- 2 shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday

1 compensation in an amount that is proportionate to the number of hours the employee is
2 regularly scheduled to work in a day or shift. For example, employees working an average of
3 forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours
4 of compensation for the holiday; employees working an average of forty (40) hours a week, four
5 (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the
6 holiday.

7 When the day of observance of a holiday is changed by State or Federal law, it will be so
8 observed by the City of St. Louis. When the day of observance of a holiday is changed by State
9 or Federal executive action, the Mayor shall determine the day of observance by the City of St.
10 Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday
11 shall be observed as the holiday. When one of the above holidays occurs on Saturday, the
12 preceding Friday shall be observed as the holiday.

13 The Sheriff shall determine the manner of granting holidays. When full-time employees are
14 required to work on a holiday they shall be entitled to compensation for the holiday and the
15 hours actually worked. Compensation for the holiday shall be in an amount proportionate to the
16 number of hours an employee is regularly scheduled to work in a day or shift.

17 Except as otherwise provided in this section, when a City holiday falls on an employee's
18 regularly scheduled day off, the employee shall be entitled to have compensatory time added to
19 his/her balance in an amount proportionate to the number of hours regularly scheduled in a day
20 or shift.

1 The holiday compensation procedures established by this section shall apply to full-time
2 employees paid a bi-weekly rate. Part-time bi-weekly paid employees shall be compensated for
3 holidays in proportion to the percentage of time they are regularly scheduled to work.

4 Employees paid on an hourly or per performance basis shall not be entitled to holiday
5 compensation.

6 In the event that the holiday schedule established in this section is revised, employees who are
7 granted compensatory time in lieu of all holidays shall have their leave benefits adjusted
8 accordingly.

9 **SECTION FOURTEEN: Jury and witness leave.**

10 A. Jury leave with pay shall be granted to bi-weekly paid employees working one-half
11 (50%) time or more for such time when such employees are serving as jurors pursuant to
12 order of the St. Louis Circuit Court or Federal District Court in St. Louis. Any bi-weekly
13 paid employee, when so summoned for jury service, shall report such fact within seventy-
14 two (72) hours to his/her appointing authority and display to the appointing authority the
15 summons which the employee has received and shall give the appointing authority in
16 writing the date and the time of such jury service. No bi-weekly paid employee shall
17 receive any compensation from the Jury Commissioner or the Federal District Court
18 system for jury service for days the employee receives compensation from the City. A bi-
19 weekly paid employee may keep the jury stipend for days when the employee receives no
20 compensation from the City (off days, docks, leaves, etc.) Upon being excused from
21 serving as a juror by the Court or the Jury Commissioner, the employee shall report
22 forthwith to his/her appointing authority and shall submit to his/her appointing authority a

1 written statement from the Jury Commissioner certifying that the employee has served as
2 a juror and the time and date so served. The appointing authority shall, upon receipt of
3 the statement of jury service, credit the employee with paid jury leave for such service.

4 B. Leave with pay shall be granted to bi-weekly paid employees for such time when the
5 employee's presence is required by the prosecutor as a part of a grand jury procedure, a
6 trial in prosecuting accused criminals (or for jury service in Federal Court). Any bi-
7 weekly paid employee, when so subpoenaed as a prosecution witness or whose presence
8 is required as a part of a grand jury inquiry, shall report such fact within seventy-two (72)
9 hours to his/her appointing authority and shall give the appointing authority in writing the
10 date and time his/her presence is required for such criminal prosecution. Each appointing
11 authority shall establish controls to assure that any paid leave is actually required by the
12 prosecuting authority. An appointing authority may require an employee to furnish
13 satisfactory evidence of being required to be off the job and that all time off was in
14 connection with the prosecution of the case. This procedure shall apply for employee
15 participation in criminal prosecution in State or Federal Courts.

16 **SECTION FIFTEEN: Compensation for Sheriff's Attorney.**

17 The "Sheriff's Attorney" as provided under Section 57.540, Missouri Revised Statutes, 1978, shall
18 receive in addition to the compensation for his services as provided thereunder the sum of not
19 less than three thousand dollars per annum in bi-weekly installments. In no event shall the total
20 of said salary exceed twenty-five thousand dollars.

21 **SECTION SIXTEEN: Emergency Clause**

1 **This being an ordinance for the preservation of peace, health and safety, it is hereby**
2 **declared to be an emergency measure within the meaning of Sections 19 and 20 of Article**
3 **IV of the Charter of the City of St. Louis and shall become effective immediately upon its**
4 **passage and approval by the Mayor.**

BOARD BILL NUMBER 228

FISCAL NOTE

Preparer's Name: Captain Tammy Hogan, Deputy Gregg Christian

Phone Number or Email Address (will be available publicly): Gregory.christian@courts.mo.gov

Bill Sponsor: Alderman John Collins Muhammad

Bill Synopsis:	A compensation ordinance for all employees in the Office of Sheriff
Type of Impact:	Governs all wages and benefits for the Sheriff's Office employees
Agencies Affected:	Office of the Sheriff

SECTION A

Does this bill authorize:

- An expansion of services which entails additional costs beyond that approved in the current adopted city budget? ___Yes XNo
- An undertaking of a new service for which no funding is provided in the current adopted city budget? ___Yes XNo
- 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 XNo
- An execution or initiation of an activity as a result of federal or state mandates or requirements? ___Yes XNo
- A capital improvement project that increases operating costs over the current adopted city budget? ___Yes XNo
- A capital improvement project that requires funding not approved in the current adopted city budget or that will require funding in future years? ___Yes XNo

If the answer is yes to any of the above questions, then a fiscal note must be attached to the board bill. Complete Section B of the form below.

SECTION B

- Does the bill require the construction of any new physical facilities? ___Yes X No

- If yes, describe the facilities and provide the estimated cost:

- Is the bill estimated to have a direct fiscal impact on any city department or office? X Yes ___No

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

The bill will increase Salaries and benefits of Sheriff’s Office employees mirroring BB200 increases for Civil service employees. Please see financial estimate in this document outlaying additional costs.

- 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:

None. _____

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	\$163,000	\$313,179	\$329,025
Additional Revenue	0	0	0
Net	\$163,000	\$313,179	\$329,02
Financial Estimate of Impact on Special Funds			
Fiscal Impact	<u>Year 1 (current)</u>	<u>Year 2</u>	<u>Year 3</u>
Additional Expenditures	0	0	0
Additional Revenue	0	0	0
Net	0	0	0

- Describe any assumptions used in preparing this fiscal note:
 1. Year one (current) accounts for one time \$1,000 for all current filled positions for fulltime employees.
 2. This note assumes costs for Years two and three at requested FY21 Staffing Levels of 179 fulltime employees.
 3. Years two and three accounts for the 3% Merit increase

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

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

○ If yes, by whom? _____ .

1 **BOARD BILL NO. 212AA** **INTRODUCED BY: PRESIDENT LEWIS E. REED**

2 An ordinance amending Ordinance 70053 by repealing Section Two of that ordinance
3 and enacting in lieu thereof a new Section Two pertaining to the same subject matters; and
4 containing an emergency clause.

5 **BE IT ORDAINED BY THE CITY OF SAINT LOUIS AS FOLLOWS:**

6 **SECTION ONE. Repeal of Section Two of Ordinance 70053**

7 Ordinance 70053 is hereby amended by repealing Section Two of said Ordinance which
8 is presently codified as Section 4.36.010 of the Code and enacting in lieu thereof a new
9 Section Two which shall read as follows:

10 4.36.010

11 The following command personnel and deputies in the Sheriff's Office as may be
12 appointed under provisions of Section 57.530 Missouri Revised Statutes, 1978 shall be
13 compensated not in excess of compensation as established in accordance with Section
14 4.36.020 and subsequent sections of this chapter.

15	TITLE	GRADE
16	Administrative Aide to the Sheriff	18G
17	Major	17G
18	Captain	16G
19	Lieutenant	14G
20	Chief Execution Deputy – Attorney	13G
21	Sergeant	13G
22	Senior Deputy	12G
23	Deputy Sheriff – Level 1	12G

1 Deputy Sheriff – Level 2

12G

2

3 **SECTION TWO. Emergency Clause**

4 This being an ordinance for the preservation of peace, health and safety, it is
5 hereby declared to be an emergency measure within the meaning of Sections 19
6 and 20 of Article IV of the Charter of the City of St. Louis and shall become
7 effective immediately upon its passage and approval by the Mayor.