

BOARD BILL NO. #101 INTRODUCED BY: ALDERMAN CRAIG SCHMID

1 An Ordinance to repeal Ordinance No. 68708, establishing the salaries of employees in the
2 Sheriff's Office and enacting in lieu thereof a new Ordinance fixing the annual rate of
3 compensation of command personnel and deputies appointed to assist in the performance of the
4 duties of the Sheriff and containing an emergency clause.

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

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8 SECTION ONE. Ordinance 68708 is hereby repealed and a new ordinance is hereby enacted, to
9 read as follows:

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11 SECTION TWO. The following command personnel and deputies in the Sheriff's Office as may
12 be 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 Three and
14 subsequent sections of this ordinance.

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1	TITLE	GRADE
2		
3	Administrative Aid to the Sheriff	18G
4	Major	17G
5	Captain	16G
6	Lieutenant	14G
7	Chief Execution Deputy - Attorney	13G
8	Sergeant	13G
9	Senior Deputy	12G
10	Deputy Sheriff – Level 1	11G
11	Deputy Sheriff – Level 2	10G

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14 SECTION THREE. OFFICIAL PAY SCHEDULE OF GRADES.

15 There is hereby adopted as the compensation schedule for all pay ranks established in Section
16 Two beginning with the bi-weekly pay period starting with the effective date of this ordinance.
17 There is hereby adopted as the salary pay schedule for all classification grades of positions in
18 Section One of this ordinance, beginning with the bi-weekly pay period concurrent with the
19 effective date of this ordinance.

1 BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

2	GRADE	MINIMUM	MAXIMUM
3	5	686	1,051
4	6	747	1,143
5	7	816	1,246
6	8	889	1,359
7	9	968	1,481
8	10	1,055	1,616
9	11	1,151	1,761
10	12	1,254	1,920
11	13	1,387	2,124
12	14	1,596	2,642
13	15	1,835	2,809
14	16	2,111	3,229
15	17	2,428	3,716
16	18	2,791	4,273
17	19	3,212	4,913

1	20	3,694	5,650
2	21	3,989	6,102
3	22	4,308	6,589
4	23	4,651	7,119

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6 SECTION FOUR. (A) A shift differential compensation for certain work assignments may be
7 paid. The Appointing Authority shall determine the work assignments or activities performed for
8 which shift differential compensation shall be paid.

9 Before shift differential compensation may be made an employee must have completed
10 (5) hours of regular employment before 7:00 A.M. or five hours after 3:00 P.M. in twenty four
11 hour period which begins at the employees' normal reporting time.

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

15 Shift differential shall not be paid to employees who work part-time, or full-time regular
16 employees docked for any portion of a shift. An employee shall receive shift differential for
17 working a portion of an eligible shift. Shift differential shall only be paid for whole hours
18 worked, providing the portion of the shift not worked is charged to paid leave. A fraction of an
19 hour shall not be counted toward the payment of the differential. An employee shall not receive

1 shift differential compensation for any overtime worked that is not part of their regular schedule.

2 Employees who work on a Saturday and/or Sunday shall be paid a weekend differential.
3 This differential shall be 1.00% of an employee's base bi-weekly rate and shall not be paid for
4 any overtime worked that is not part of an employee's regular schedule. An employee shall
5 receive weekend differential for working a portion of an eligible day. This differential shall only
6 paid for whole hours worked, providing the portion of the day not worked is charged to paid
7 leave. A fraction of an hour shall not be counted toward the payment of the differential.
8 Weekend differential shall not be paid to employees compensated on an hourly or per-
9 performance basis or to bi-weekly paid employees who work part-time or full-time regular
10 employees docked for any portion of a day. The Appointing Authority may approve the payment
11 of hiring incentives to recruit qualified personnel for positions that are difficult to fill. Hiring
12 incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the
13 position for which the incentive is to be paid.

14 An employee who is appointed to a position requiring advanced technical skills or
15 professional qualifications may be paid at a rate up to ten (10%) higher than prescribed for the
16 class . Such advancement shall be made solely on the basis that the employee possesses
17 exceptional academic qualifications related to the duties of the position. The Appointing
18 Authority may also establish other bonus, incentive, or reimbursement programs to encourage
19 current employees to attain registration, licensure, certification, or proof of professional mastery

1 when it is deemed to be in the best interest of the service, or when such credentials are clearly
2 recognized as adding to the capability of individuals in that area. Incentives, bonuses, or
3 reimbursements conveyed under such programs would not result in an employee being ruled
4 ineligible for bonuses or salary increases permitted under other sections of this pay ordinance.

5 The Appointing Authority may establish a location allowance for positions which are
6 difficult to fill at specific duty stations. This allowance shall be in an amount up to ten percent of
7 the median of the pay range of the position for which the allowance is to be paid. The location
8 allowance shall be considered an addition to pay and shall not change the employee's base rate.

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

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

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

1 SECTION FIVE. Starting Salary

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

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

8 SECTION SIX. Promotion, Demotion, Reallocation and Transfer:

9 An employee who is transferred, promoted, demoted, or whose position is reallocated after the
10 effective date of this ordinance, shall have his or her rate of pay for the new position determined
11 as follows:

12 (a) Promotion: This shall be defined as a change of an employee from a position of one class to a
13 position of another class with higher pay grade.

14 (1) When an employee is promoted to a position in the General Schedule, the employee's salary
15 shall be set at a rate which is five (5%) higher than the rate received immediately prior to
16 promotion. The Appointing Authority may approve up to a twenty percent (20%) salary
17 adjustment when such action is needed to attract experienced, qualified candidates for a position.

18 Such salary determination shall take into consideration the nature and magnitude of the accretion

1 of duties and responsibilities resulting from the promotion. However, no employee shall be paid
2 less than the minimum rate nor more than the maximum rate for the new class of position, except
3 as otherwise provided in this ordinance.

4 (2) Temporary Promotions: Promotions of employees regardless of status, made for a limited
5 duration, shall result in a salary adjustment as is Paragraph(a) (1) of this Section. Upon
6 expiration of the temporary promotion, the employee shall be returned to his/her former rate of
7 pay, adjusted by any increases the employee may have received in the absence of the temporary
8 promotion.

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

10 (b) Demotion: This shall be defined as a change of an employee to a position of one class to a
11 position of another class which has a lower pay grade.

12 (1) If an employee accepts a voluntary demotion, his or her rate of pay shall be reduced to a rate
13 within the range for the new position. The appointing authority may approve up to a ten percent
14 (10%) salary decrease upon demotion. However, no employee shall be paid less than the
15 minimum nor more than the maximum rate for the new class of position.

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17 (c) Reallocation:

18 (1) The salary of an employee which is in excess of the maximum of the range prescribed by this
19 ordinance for the class and grade to which his or her position has been allocated or may be

1 reallocated shall not be reduced by reason of the new salary range and grade. The salary of such
2 employee shall not be increased so long as he or she remains in the class of position, except as
3 otherwise provided by this ordinance.

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

7 (3) The salary of an employee whose position is allocated to a class in a higher pay grade shall
8 be determined in accordance with the provisions of this Section 6 (a)(1) relating to salary
9 advancement on promotion.

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11 (d) Transfer: The salary rate of an employee who transfers to a different position in the same
12 class, or from a position in one class to a position in another class in the same pay grade,
13 regardless of pay schedule, shall remain unchanged, provided that no employee shall be paid less
14 than the minimum rate nor more than the maximum rate for the new class of position.

15 SECTION SEVEN: Salary Adjustment.

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

June 2012

Page 9 of 21

BOARD BILL #

Sponsor: Alderman Craig Schmid

1 (1) Exceptional performance of duties:

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

6 (2) Substandard performance of duties:

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

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

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

20 (d) The Appointing Authority may approve a within range salary adjustment or other incentives

1 to retain employees in positions that are difficult to fill, or because of their unique requirements.
2 Said adjustment may only be granted once during a twenty-six (26) week period.

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

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10 SECTION EIGHT. Income Sources.

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

18 Whenever an employee not on an approved paid leave works for a period less than the

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

7 SECTION NINE. Conversion

8 All pay schedules in Section 3 shall continue in effect until the beginning of the bi-weekly pay
9 period starting concurrently with or after the effective date of this ordinance, and then the rates
10 will be adjusted as follows:

11 (a) All maximum of the ranges have been increased by 2%

12 (b) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in
13 this ordinance.

14 (c) In the event this ordinance does not become effective in time for the first bi-weekly pay
15 period of Fiscal Year '13 employees will be granted a 1% increase on the first pay period
16 following passage and a 1% pay increase beginning with the second pay period in January 2013.

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19 SECTION TEN. Changes to pay Plan

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2 Whenever the appointing Authority finds it necessary to add a new class to the Pay plan,
3 the Appointing Authority shall allocate the class to an appropriate grade and schedule in this
4 ordinance, and notify the Board of Alderman of this action.

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6 Whenever the appointing Authority finds it necessary to change the pay schedule of an
7 existing class within the Pay plan, the Appointing Authority shall allocate the class to the
8 appropriate schedule in this ordinance, and notify the Board of Alderman of this action.

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10 SECTION ELEVEN. Military Leave

11 (a) The City of St. Louis will follow all applicable state and federal laws on the granting
12 of Military leave and reemployment rights.

13 Before military leave without pay is authorized, the employee shall present to the
14 employee's appointing authority evidence of such military service. Upon the expiration of
15 military leave of absence, the employee shall be reinstated to the class of position he/she
16 occupied at the time the leave was granted without breaking continuity of service. Failure of an
17 employee to report for duty within the time pursuant to State or Federal Law shall be just cause

1 for dismissal. The employee's accumulated leave balance(s) shall be restored to the employee
2 upon his/her return.

3 SECTION TWELVE. Leave of Absence and Family/Medical Leave
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5 Employees may request a leave of absence for any reason under the leave policy, or may
6 be eligible for a "Family/Medical Leave of Absence" for certain qualifying reasons under
7 provisions of the federal "Family and Medical Leave Act of 1993" as provided in this ordinance.

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

14 Upon the expiration of such leave of absence, the employee shall be reinstated to the
15 competitive position he or she occupied at the time the leave was granted provided he or she is
16 able to perform the duties of the position. The employee shall be reinstated to the position at the
17 same relative rate in the salary range the employee occupied at the time the leave was initiated.
18 Failure of an employee to report for duty promptly at the expiration of the leave shall be just
19 cause for dismissal. If necessary to the efficient conduct of the business of the City, an employee
20 on leave other than military leave or qualifying family/medical leave may be notified by the

1 appointing authority to return prior to the expiration of such leave. Failure of the employee to
2 return within ten (10) days after receipt of such notice would terminate his/her leave of absence
3 and be just cause for dismissal, subject to any applicable federal, state or local regulations.

4

5 (b) The federal "Family and Medical Leave Act of 1993" entitles eligible employees to up to 12
6 weeks of unpaid leave in any 12-month period for the birth, adoption or placement of a child, to
7 care for a spouse or an immediate family member with a serious health condition, or when the
8 employee is unable to work because of a serious health condition. While an employee is on a
9 qualifying family/medical leave of absence, the City of St. Louis will continue to pay the
10 employee's health care premiums, if any, during the leave period. Once the leave is concluded,
11 the employee shall be reinstated to the same or an equivalent job.

12 The Appointing Authority shall establish additional rules, guidelines and procedures for
13 the effective administration of the "Family/Medical Leave Policy." The policy shall comply with
14 all provisions of the "Family/Medical Leave Act of 1993" and any amendments thereafter.

15

16 (c) Employees who are granted general leaves of absence and other non-paid leaves of absence,
17 except family/medical leaves of absence, must take all accrued vacation and authorized sick
18 leave at the start of the leave of absence. Employees who are granted a non-paid leave of absence

1 will not accrue vacation or sick leave during the period of non-paid leave. Upon the expiration of
2 such leaves of absence, the employee shall follow the procedures as established in this Section
3 12 and any other applicable regulations and procedures as established by the Appointing
4 Authority.

5

6 (d) An appointing authority, may place an employee on investigative leave of absence without
7 pay pending the outcome of criminal charges pending against the employee.

8 SECTION THIRTEEN.HOLIDAYS

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

12

13	<u>DATE</u>	<u>HOLIDAY</u>
14		
15	Third Monday in January	Rev. Martin Luther King Jr. Day
16	February 12	Lincoln's Birthday
17	Last Monday in May	Memorial Day

1	July 4	Independence Day
2	First Monday in September	Labor Day
3	November 11	Veterans' Day
4	Fourth Thursday in November	Thanksgiving Day
5	December 25	Christmas Day

6

7 Employees working full-time and paid a bi-weekly rate whose pay is established in this
8 compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay
9 as holiday compensation in an amount that is proportionate to the number of hours the employee
10 is regularly scheduled to work in a day or shift. For example, employees working an average of
11 forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours
12 of compensation for the holiday; employees working an average of forty (40) hours a week, four
13 (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the
14 holiday.

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16 When the day of observance of a holiday is changed by State or Federal law, it will be so
17 observed by the City of St. Louis. When the day of observance of a holiday is changed by State

1 or Federal executive action, the Mayor shall determine the day of observance by the City of St.
2 Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday
3 shall be observed as the holiday. When one of the above holidays occurs on Saturday, the
4 preceding Friday shall be observed as the holiday.

5

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

11

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

16

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

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

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

6 SECTION FOURTEEN. Jury and Witness Leave a)

7 Jury leave with pay shall be granted to bi-weekly paid employees working one-half
8 (50%) time or more for such time when such employees are serving as jurors pursuant to order of
9 the St. Louis Circuit Court or Federal District Court in St. Louis. Any bi-weekly paid employee,
10 when so summoned for jury service, shall report such fact within seventy-two (72) hours to
11 his/her appointing authority and display to the appointing authority the summons which the
12 employee has received and shall give the appointing authority in writing the date and the time of
13 such jury service. No bi-weekly paid employee shall receive any compensation from the Jury
14 Commissioner or the Federal District Court system for jury service for days the employee
15 receives compensation from the City. A bi-weekly paid employee may keep the jury stipend for
16 days when the employee receives no compensation from the City (off days, docks, leaves, etc.)
17 Upon being excused from serving as a juror by the Court or the Jury Commissioner, the
18 employee shall report forthwith to his/her appointing authority and shall submit to his/her
19 appointing authority a written statement from the Jury Commissioner certifying that the

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

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

15
16 SECTION FIFTEEN.

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18 The "Sheriff's Attorney" as provided under Section 57.540, Missouri Revised
19 Statutes, 1978, shall receive in addition to the compensation for his services as provided
20 thereunder the sum of three thousand dollars per annum in bi-weekly installments. In no event
21 shall the total of said salary exceed fifteen thousand dollars.

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SECTION SIXTEEN. Passage of Ordinance

The passage of this ordinance being deemed necessary for the immediate preservation of the public peace, health and safety, it is hereby declared to be an emergency measure and the same shall take effect and be in force immediately upon its approval by the Mayor.

SECTION SEVENTEEN. Previous Ordinance

Ordinance 68708 and all other ordinances or parts of ordinance conflicting or inconsistent with the provisions of this ordinance are hereby repealed.