

An ordinance to regulate employer and employee working relationships between the City of St. Louis and all employees under the Civil Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan; amending Section 2(c), Section 2(e)(3), Section 7(d) of Ordinance 68711 approved July 9, 2010, and an emergency clause.

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

**SECTION 1.** Section 2(c) of Ordinance 68711, approved July 9, 2010, is hereby amended to read as follows:

**(c) FIRE DEPARTMENT PAY SCHEDULE:**

The bi-weekly pay schedule for all pay grades denoted by the suffix "F" will be adopted in accordance with Section 31 of Article XVIII of the City Charter. Within matrix salary adjustments will be restored when initiated in kind within the St. Louis Police Department.

		<b>BI-WEEKLY RANGE OF PAY</b>							
Class Code									
2211		2212	2215	2216	2227	2231	2235	2239	
2221		2222	2226						
Current Years of Service	69F	69F	72F	74F	77F	78F	81F	83F	
0	1442.85								
1-3		1493.32							
2-4		1540.03							
3-5		1626.74							
4-6		1669.63							
5-7		1725.36							
6-8		1781.10							
7-9		1888.00	2421.86						
8-10		1964.70	2519.74						
9-11		2044.16	2620.86	2849.15					
10-12		2051.25	2627.88	2856.21					
11-13		2073.45	2634.86	2863.27	3125.59				
12-14		2080.83	2641.96	2870.29	3132.65	3214.22	3835.07	3994.87	
13-15		2087.81	2648.97	2877.35	3139.58	3321.12	3848.50	4008.86	
14-16		2094.79	2655.99	2884.33	3146.65	3328.10	3861.97	4022.89	
15-17		2101.89	2663.01	2891.34	3153.66	3335.20	3875.45	4036.93	

16-18	2108.87	2669.98	2898.37	3160.73	3342.16	3888.96	4051.01
17-19	2115.97	2677.08	2905.42	3167.78	3349.28	3902.43	4065.04
18-20	2122.95	2684.11	2915.42	3174.72	3356.22	3915.87	4079.03
19-21	2129.92	2691.20	2919.45	3181.77	3363.23	3929.42	4093.15
20-22	2136.98	2698.15	2926.48	3188.84	3370.29	3942.93	4107.23
21-23	2144.00	2705.19	2933.48	3195.86	3377.30	3956.37	4121.22
22-24	2151.01	2712.26	2940.55	3202.83	3384.40	3969.84	4135.25
23-25	2158.07	2719.28	2947.61	3209.85	3391.34	3983.36	4149.34
24-26	2165.06	2726.33	2954.63	3216.87	3398.48	3996.75	4163.28
25-27	2172.11	2733.32	2961.69	3223.97	3405.41	4010.31	4177.41
26-28	2179.14	2740.33	2968.71	3230.99	3412.44	4023.82	4191.49
27-29	2186.23	2747.39	2975.68	3237.96	3419.54	4037.37	4205.60
28-30	2193.21	2754.41	2982.74	3244.94	3426.48	4050.85	4219.64
29-30	2200.18	2761.34	2989.76	3252.04	3433.58	4064.24	4233.59
30	2207.20	2768.44	2996.69	3259.06	3440.51	4077.79	4247.71

**SECTION 2.** Section 2(e)(3) of Ordinance 68711, approved July 9, 2010, is hereby amended to read as follows:

(3) An employee whose pay range is established in Section 2(a) or 2(b) shall receive shift differential for working a portion of an eligible shift. Shift differential shall only be paid for whole hours worked, providing the portion of the shift not worked is charged to paid leave. A fraction of an hour shall not be counted toward the payment of the differential. An employee whose pay range is established in Section 2(a) or 2(b) shall not receive shift differential compensation for any overtime worked that is not part of their regular schedule.

**SECTION 3.** Section 7(d) of Ordinance 68711 approved July 9, 2010, is hereby amended to read as follows:

(d) Competitive positions for which salary is established in Section 2(c) – Fire Department Schedule:

All employees in the Fire Department Pay Schedule shall have a service rating completed in accordance with the City’s Service Rating Manual.

Probationary Fire Private shall be advanced to the rate for Fire Private at the beginning of the first bi-weekly pay period following one year of service. Probationary Fire Equipment Dispatcher shall follow the same schedule. All other employees whose salaries are established in Section 2(c) of this ordinance will remain at their current pay status, unless otherwise provided in this ordinance.

**SECTION 4.** Section 16(c) of Ordinance 68711 approved July 9, 2010, is hereby amended to read as follows:

(c) Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 3 shall be entitled to ninety-six (96) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Employees whose pay is established in Section 2(c) of this ordinance and are Overtime Code 1 or 2 shall be entitled to thirty-two (32) hours of leave with pay or compensatory time off in lieu of all holidays occurring in a calendar year. Because of the necessity of maintaining the work schedule of such employee, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for employees who are regularly required to work on holidays. Such procedures shall be designed to treat all employees in the class who work a substantially equivalent schedule in the same manner.

Employees whose pay is established in Section 2(c) of this ordinance shall receive four (4) days of paid leave which shall be referred to as "O" Days.

#### **SECTION 5. EMERGENCY CLAUSE**

This ordinance being deemed necessary for the immediate preservation of the public peace health and safety is declared to be an emergency ordinance pursuant to Article IV, Section 19 and 20 of the City Charter.