

RESOLUTION NUMBER 131

WHEREAS, the issue of City of St. Louis employee benefits and salaries is of great concern to this Board of Aldermen and many city residents; and

WHEREAS, this Board is empowered to enact legislation related to City Employees; and

WHEREAS, the St. Louis Fire Department employs approximately 900 personnel, which includes Firefighters, EMTs, Paramedics, and civilians; and

WHEREAS, there are more than 1300 St. Louis Police Department officers and staff and there are approximately 3500 civil service city employees; and

WHEREAS, the City of St. Louis Personnel Department is responsible for implementing Article XVIII of the City Charter and for administering the Civil Service System; and

WHEREAS, the personnel department is responsible for staffing the various City departments through effective recruiting, testing, and certifying of eligible candidates for use by the selecting officials; for properly classifying City jobs, for establishing pay policy and appropriate recognition and reward programs; for effectively training City employees; and for administering the City's Employees Retirement System and various benefit programs; and

WHEREAS, the personnel department counsels operating officials and City employees on all personnel related matters and negotiates with area labor unions and associations on behalf of the city; and

WHEREAS, frequently, negotiations by the personnel department results in legislation to be considered and passed by the St. Louis Board of Aldermen, and

WHEREAS, in the 2007 – 2008 legislative session of this board contract negotiations by the Personnel Department and subsequent legislation seemed to cause much frustration and confusion with this board and with the various employee unions and associations and raised many questions about the process of negotiations used by the personnel department, and

WHEREAS, concerns were also voiced at the Public Service Commission meeting held December 6, 2007 related to negotiations with worker associations and the City Personnel Department;

WHEREAS, most recently additional questions and concerns about the negotiation process used by the Personnel Department of the City have risen which highlights the need for inquiry into the process; and

WHEREAS, it is imperative that the St Louis Board of Aldermen have a full understanding and comprehension of the contract negotiation process between the City and various labor organizations, including the process most recently used, to help in the consideration of future legislation related to personnel department negotiations.

NOW THEREFORE BE IT RESOLVED by the Board of Aldermen for the City of St. Louis that we direct the Public Employees Committee of this board to convene hearings for the purpose of examining the issue of city employee contract negotiations, the present procedures used, standard timetables, personnel involved, how this process relates to the city budget, how negotiation limits are determined and all other related matters and we further direct the committee to include in such discussion the Director of Personnel for the City of St. Louis and all other parties deemed appropriate by the Public Employees Committee and report its findings with any recommendations the committee may have back to the Board by Friday, October 24, 2008.

Introduced on the 11th day of July 2008 by:

Honorable Terry Kennedy Alderman 18th Ward

Adopted this the 11th day of July, 2008 as attested by:

David W. Sweeney
Clerk, Board of Aldermen

Lewis E. Reed
President, Board of Aldermen

