

PROPOSED BY: Mayor and Board of Aldermen

BILL NO: 21- 2930

INTRODUCED BY: Alderman Kleinschmidt

ORDINANCE NO: 2915

**AN ORDINANCE ESTABLISHING EMPLOYEE COMPENSATION EFFECTIVE
JANUARY 1, 2022 AND REPEALING ALL ORDINANCES IN CONFLICT
THEREWITH**

WHEREAS, best practices and the City's administrative policies are that the Board of Aldermen should periodically review the salary structure of the City to ensure that salary ranges established by the City reflect market value for similar jobs in suburban cities located in the metropolitan area in order to attract and retain the experienced and efficient work force the City relies upon to give residents superior service; and

WHEREAS, the annual rate of inflation for the St Louis Metropolitan Area for 2021 was calculated at 5.9% by the *Bureau of Labor Statistics* and the cost-of-living adjustment for social security recipients 5.7% effective January 1, 2022; and

WHEREAS, the Board of Aldermen have determined that an increase in the pay ranges of 5.0% for all commissioned and non-commissioned employees is appropriate effective January 1, 2022 given the level of increase in the cost of living and the outstanding performance and commitment of employees who continued to work and provide essential city services in spite of the pandemic and related health risks;

**NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF
THE CITY OF DES PERES, MISSOURI, AS FOLLOWS:**

SECTION ONE: DEFINITIONS

As used in this ordinance and referenced documents the following words and terms shall mean as follow:

Commissioned Employee – those members of the Department of Public Safety trained and certified under State Law to perform the essential duties of a police officer or those trained and certified under the St Louis County Charter to perform the essential duties of a Firefighter. For purposes of the compensation plan adopted hereby the Director of Public Safety, who is a commissioned officer as defined herein, shall be treated as a non-classified employee.

Non-Commissioned Employee – All employees not coming within the definition of “commissioned employee.”

Classified Employee – All full-time employees not specified as non-classified.

Unclassified Employees - The City Administrator and Directors of Finance, Parks & Recreation, Public Safety and Public Works.

Full Time Employee – All employees not classified as part-time and who are regularly scheduled to work 40 or more hours per week.

Part Time Employee – Any employee who works an average of less than 30 hours per week on a 12 month basis.

Temporary/Seasonal Employee – Employees who are hired on a temporary basis for a limited amount of time, usually to perform seasonal work, to work on a special project, or to fill in for an employee who is out on leave. Seasonal employees may work 40 hours per work during the limited period for which they are employed.

SECTION TWO: CLASSIFIED PAY PLANS

The following pay plans are hereby adopted from and after January 1, 2022

(A) Classified Pay Plans

The Commissioned Classification Plan, attached hereto as Exhibit "A" and the Non-Commissioned Classification Plan attached hereto as Exhibit "B", both incorporated herein by reference, are hereby adopted and shall govern compensation for the covered employees beginning with the first full pay period after January 1, 2022.

(B) Part-Time Employees

The hourly rate for part-time or seasonal positions from and after January 1, 2022 shall be set by the Department Director with the approval of the City Administrator at a rate no lower than the minimum wage in force in the State of Missouri and at a rate not to exceed Fifty Dollars (\$50.00) per hour.

(C) No employee shall receive an increase in pay as a result of the change in the pay ranges authorized herein or receive a merit increase at mid-year when eligible unless the employee shall have received a satisfactory performance evaluation score during his or her last evaluation.

SECTION THREE: HOLIDAY & COLLEGE INCENTIVE PAY

(A) Holiday Pay

- a. Public Safety Holiday Pay – As provided in Section 9.2(d)(i) of the Personnel Rules and Regulations, In addition to compensation otherwise provided in Section 2 herein, employees within the Classified Service of the Department of Public Safety shall be entitled to the following additional compensation for each holiday established by the City of Des Peres to a maximum of \$2,500 per calendar year:

\$ 250.00 Per Holiday	Commissioned Employees Assigned to 24 Hour Shifts
\$ 250.00 Per Holiday	Commissioned Employees Assigned to 8, 10 or 12 Hour Shifts excluding those assigned to administrative duties or special assignments that allow the holiday off work with pay

- b. Parks & Recreation Holiday Pay – Exempt employees within the Department of Parks & Recreation required to work a holiday and/or the day a holiday is observed shall be entitled to the award of additional vacation time equal to the actual hours worked on the holiday.

(B) College Incentive Pay

In addition to compensation otherwise provided in Section 2 herein, commissioned employees within the Department of Public Safety are eligible to receive additional compensation for completion of approved college work in law enforcement or fire technology or other field related to their official duties in the amount of:

1. Master Degree from an Accredited Institution \$ 900.00 per year
2. Bachelor Degree from an Accredited Institution \$ 720.00 per year
3. Associates Degree from a Community College \$ 360.00 per year

Eligibility for College Incentive Pay will be only for job related education limited to degrees in Fire Technology, Criminal Justice or Paramedic Studies or similar fields as approved by the Director of Public Safety and City Administrator. Employees receiving College Incentive Pay on July 1, 2021, for

degrees that are not job related as specified above shall be grandfathered.

(C) Supervisor - Paramedic Incentive Pay – In addition to compensation otherwise provided in Section 2 herein, supervisors who also hold a valid license from the State of Missouri as a paramedic are eligible to receive additional compensation in the amount of:

Rank	Paramedic Incentive Pay
Lieutenant	+2.0% of Base Pay
Sergeant	+ 5.0% of Base Pay

SECTION FOUR: UNCLASSIFIED EMPLOYEES:

From and after January 1, 2022, Unclassified Employees shall receive the following annual compensation payable in equal bi-weekly payments:

City Administrator	\$170,625
Director of Public Safety	\$146,414
Director of Finance	\$129,601
Director of Public Works	\$120,827
Director of Parks & Recreation*	\$100,000

Footnote: The Salary of the Director of Parks & Recreation will be Considered on the First Anniversary Date of Employment (June 2022)

In addition to the salary provided herein, each Unclassified Employee is to be granted an additional week (40 hours) of vacation pay above the amount earned by schedule for all employees as provided in the Personnel Rules and Regulations of the City and shall be allowed to accumulated and carry-over up to 160 hours of vacation time per year for 2021 and thereafter.

SECTION FIVE: Ordinance #2897 enacted June 14, 2021, is hereby repealed in its entirety.

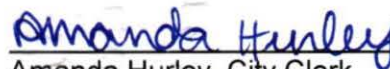
SECTION SIX: This ordinance shall be in full force and effect both from and after its passage and approval by the Mayor and Board of Aldermen.

Voting in Favor: Fitzpatrick, Kleinschmidt, Osherow, Pound

Voting Against:


Absent: Barrett, Concagh

This Ordinance passed this 22nd day of November, 2021.


Amanda Hurley, City Clerk


Presiding Officer

This Ordinance approved this 22nd day of November, 2021.

ATTEST

Amanda Hurley, City Clerk


Mark Becker, Mayor

First Reading 11/08/2021
Second Reading 11/22/2021

COMMISSIONED EMPLOYEE PAY PLAN												
2022			5.00% COLA		Effective 1.1.2022							
Grade	Positions	FLSA	Number	A	B	C	D	E	F	G	H	EXHIBIT "A"
13.1	Captain	Exempt	2.0	\$ 90,275	\$ 94,676	\$ 99,078	\$ 103,479	\$ 107,880	\$ 113,841	\$ 119,801	\$ 125,761	
					92,476	96,877	101,278	105,679	110,860	116,821	122,781	
12.1	Lieutenant	Exempt	5.0	\$ 78,259	\$ 82,146	\$ 86,034	\$ 89,921	\$ 93,808	\$ 98,992	\$ 104,175	\$ 109,359	
					80,203	84,090	87,977	91,865	96,400	101,583	106,767	
11.1	Sergeant	Hourly	6.0	\$ 71,145	\$ 74,713	\$ 78,280	\$ 81,847	\$ 85,415	\$ 90,082	\$ 94,749	\$ 99,416	
	PSO-MEMT		5.0		\$ 72,929	\$ 76,496	\$ 80,064	\$ 83,631	\$ 87,748	\$ 92,415	\$ 97,082	
	FF-MEMT-MCO		1.0									
10.1		Hourly	0.0	\$ 67,756	\$ 71,122	\$ 74,488	\$ 77,854	\$ 81,219	\$ 85,707	\$ 90,195	\$ 94,682	
					69,439	72,805	76,171	79,536	83,463	87,951	92,438	
9.1	PSO-EMT	Hourly	19.0	\$ 64,530	\$ 68,316	\$ 72,101	\$ 75,887	\$ 79,673	\$ 83,173	\$ 86,673	\$ 90,173	
	FF-MEMT		2.0		\$ 66,423	\$ 70,209	\$ 73,994	\$ 77,780	\$ 81,423	\$ 84,923	\$ 88,423	
	PSO-Detective		2.0									
8.1	Police-EMT	Hourly	3.0	\$ 61,304	\$ 64,349	\$ 67,394	\$ 70,439	\$ 73,484	\$ 77,544	\$ 81,604	\$ 85,664	
					62,826	65,871	68,916	71,961	75,514	79,574	83,634	
7.1	P-FF Recruit		0.0	\$ 58,238	\$ 61,131	\$ 64,025	\$ 66,918	\$ 69,811	\$ 73,668	\$ 77,526	\$ 81,383	
					59,685	62,578	65,471	68,364	71,740	75,597	79,455	
	Auth Strength		45.0									

NON-COMMISSIONED PAY PLAN

BILL 21-2930 EXHIBIT "B"

NON COMMISSIONED PAY PLAN								Exhibit B		
2022	5.0% COLA		Effective 1.1.2022							
A	B	C	D	E	F	G	H	Grade	Number	FLSA Position Titles
40.09	42.15	44.20	46.25	48.30	50.36	52.41	54.46			
83,395	87,665	91,934	96,204	100,474	104,743	109,013	113,283	12.1	0.0	
	85,530	89,799	94,069	98,339	102,608	106,878	111,148			
37.48	39.34	41.21	43.08	44.94	46.81	48.68	50.54			
77,956	81,817	85,719	89,600	93,482	97,363	101,245	105,126	11.1	1.0	Exempt Asst City Administrator
	79,896	83,778	87,659	91,541	95,422	99,304	103,185	11.0	0.0	Exempt Econ Development Director
33.14	34.85	36.55	38.22	39.92	41.62	43.31	45.01		1.0	Exempt IT Coordinator
68,921	72,450	75,979	79,507	83,036	86,565	90,093	93,621	10.1	1.0	Building Official
	70,686	74,214	77,743	81,272	84,800	88,329	91,857	10.0	1.0	Exempt Park Superintendent
									1.0	Exempt Street Superintendent
30.19	31.73	33.27	34.81	36.36	37.90	39.44	40.98	Hourly		
62,787	65,995	69,203	72,411	75,619	78,827	82,035	85,244	9.1	2.0	Exempt Parks & Rec Manager
	64,391	67,599	70,807	74,015	77,223	80,431	83,640	9.0	0.0	City Planner
28.05	29.38	30.70		33.35	34.67	36.00	37.32	Hourly	1.0	City Clerk
58,346	61,101	63,857	66,612	69,367	72,123	74,878	77,634	8.1	1.0	Accounting Supervisor
	59,723	62,479	65,234	67,990	70,745	73,500	76,256	8.0	2.0	Exempt Recreation Supervisor
									2.0	Building Supervisor
									1.0	Exempt Marketing/Event Supervisor
									1.0	Exempt Exec Director - MPR
25.87	27.04	28.20	29.36	30.52	31.68	32.84	34.00	Hourly		
53,820	56,234	58,648	61,062	63,476	65,890	68,304	70,718	7.1	1.0	PS Admin Asst to Department
	55,027	57,441	59,855	62,269	64,683	67,097	69,511	7.0	1.0	Court Administrator
									1.0	Code Enforcement Officer
									2.0	Street/Park Foreman
									1.0	Horticulturalist/ Parks
									1.0	Mechanic/Maint Worker
23.30	24.40	25.49	26.59	27.69	28.78	29.88	30.97	Hourly		
48,469	50,748	53,027	55,306	57,585	59,864	62,144	64,423	6.1	4.0	Exempt Recreation/Facilities Specialist
	49,608	51,887	54,167	56,446	58,725	61,004	63,283	6.0	4.0	Admin Asst to Department
									1.0	Staff Accountant
									2.0	Record Clerk
									6.0	Street Maintenance Worker
									3.0	Park Maintenance Worker
									1.0	Custodial Supervisor
									0.5	PW Office Associate (PT)
21.25	22.34	23.44	24.54	25.63	26.73	27.83	28.92	Hourly		
44,195	46,268	48,341	50,414	52,487	54,559	56,632	58,705	5.1	0.5	Prm Asst (PT)
	45,232	47,304	49,377	51,450	53,523	55,596	57,669	5.0	0.5	Court Clerk (PT)
19.12	20.02	20.92	21.81	22.71	23.61	24.50	25.40	Hourly		
39,775	41,641	43,507	45,373	47,238	49,104	50,970	52,836	4.1	5.5	High Maintenance Worker
	40,708	42,574	44,440	46,306	48,171	50,037	51,903	4.0		
17.21	18.02	18.82	19.63	20.44	21.25	22.05	22.86	Hourly		
35,795	37,475	39,154	40,833	42,512	44,192	45,871	47,550	3.1	0.0	
	36,635	38,314	39,994	41,673	43,352	45,031	46,711			
15.49	16.22	16.94	17.67	18.40	19.12	19.85	20.58	Hourly		
32,218	33,729	35,241	36,753	38,264	39,776	41,288	42,799	2.1	0.0	
	32,974	34,485	35,997	37,509	39,020	40,532	42,043			
13.94	14.59	15.25	15.90	16.56	17.21	17.86	18.52	Hourly		
28,995	30,356	31,716	33,076	34,436	35,797	37,157	38,517	1.1	0.0	
	29,675	31,036	32,396	33,756	35,117	36,477	37,837			
									49.00	Authorized Strength

COMMISSIONED EMPLOYEE PAY PLAN

2022

5.00% COLA

Effective 1.1.2022

EXHIBIT "A"

Grade	Positions	FLSA	Number	A	B	C	D	E	F	G	H
13.1	Captain	Exempt	2.0	\$ 90,275	\$ 94,676 92,476	\$ 99,078 96,877	\$ 103,479 101,278	\$ 107,880 105,679	\$ 113,841 110,860	\$ 119,801 116,821	\$ 125,761 122,781
12.1	Lieutenant	Exempt	5.0	\$ 78,259	\$ 82,146 80,203	\$ 86,034 84,090	\$ 89,921 87,977	\$ 93,808 91,865	\$ 98,992 96,400	\$ 104,175 101,583	\$ 109,359 106,767
11.1	Sergeant	Hourly	6.0	\$ 71,145	\$ 74,713	\$ 78,280	\$ 81,847	\$ 85,415	\$ 90,082	\$ 94,749	\$ 99,416
	PSO-MEMT		5.0		\$ 72,929	\$ 76,496	\$ 80,064	\$ 83,631	\$ 87,748	\$ 92,415	\$ 97,082
	FF-MEMT-MCO		1.0								
10.1		Hourly	0.0	\$ 67,756	\$ 71,122 69,439	\$ 74,488 72,805	\$ 77,854 76,171	\$ 81,219 79,536	\$ 85,707 83,463	\$ 90,195 87,951	\$ 94,682 92,438
9.1	PSO-EMT	Hourly	19.0	\$ 64,530	\$ 68,316	\$ 72,101	\$ 75,887	\$ 79,673	\$ 83,173	\$ 86,673	\$ 90,173
	FF-MEMT		2.0		\$ 66,423	\$ 70,209	\$ 73,994	\$ 77,780	\$ 81,423	\$ 84,923	\$ 88,423
	PSO-Detective		2.0								
8.1	Police-EMT	Hourly	3.0	\$ 61,304	\$ 64,349 62,826	\$ 67,394 65,871	\$ 70,439 68,916	\$ 73,484 71,961	\$ 77,544 75,514	\$ 81,604 79,574	\$ 85,664 83,634
7.1	P-FF Recruit		0.0	\$ 58,238	\$ 61,131 59,685	\$ 64,025 62,578	\$ 66,918 65,471	\$ 69,811 68,364	\$ 73,668 71,740	\$ 77,526 75,597	\$ 81,383 79,455
	Auth Strength		45.0								

NON COMMISSIONED PAY PLAN

Exhibit B

2022 5.0% COLA Effective 1.1.2022

A	B	C	D	E	F	G	H	Grade	Number	FLSA	Position Titles
40.09	42.15	44.20	46.25	48.30	50.36	52.41	54.46				
83,395	87,665	91,934	96,204	100,474	104,743	109,013	113,283	12.1	0.0		
	85,530	89,799	94,069	98,339	102,608	106,878	111,148				
37.48	39.34	41.21	43.08	44.94	46.81	48.68	50.54				
77,956	81,837	85,719	89,600	93,482	97,363	101,245	105,126	11.1	1.0	Exempt	Asst City Administrator
	79,896	83,778	87,659	91,541	95,422	99,304	103,185	11.0	0.0	Exempt	Econ Development Director
33.14	34.83	36.53	38.22	39.92	41.62	43.31	45.01		1.0	Exempt	IT Coordinator
68,921	72,450	75,979	79,507	83,036	86,565	90,093	93,621	10.1	1.0		Building Official
	70,686	74,214	77,743	81,272	84,800	88,329	91,857	10.0	1.0	Exempt	Park Superintendent
									1.0	Exempt	Street Superintendent
30.19	31.73	33.27	34.81	36.36	37.90	39.44	40.98	Hourly			
62,787	65,995	69,203	72,411	75,619	78,827	82,035	85,244	9.1	2.0	Exempt	Parks & Rec Manager
	64,391	67,599	70,807	74,015	77,223	80,431	83,640	9.0	0.0		City Planner
28.05	29.38	30.70		33.35	34.67	36.00	37.32	Hourly	1.0		City Clerk
58,346	61,101	63,857	66,612	69,367	72,123	74,878	77,634	8.1	1.0		Accounting Supervisor
	59,723	62,479	65,234	67,990	70,745	73,500	76,256	8.0	2.0	Exempt	Recreation Supervisor
									2.0		Building Supervisor
									1.0	Exempt	Marketing/Event Supervisor
									1.0	Exempt	Exec Director - MPIR
25.87	27.04	28.20	29.36	30.52	31.68	32.84	34.00	Hourly			
53,820	56,234	58,648	61,062	63,476	65,890	68,304	70,718	7.1	1.0		PS Admin Asst to Department
	55,027	57,441	59,855	62,269	64,683	67,097	69,511	7.0	1.0		Court Administrator
									1.0		Code Enforcement Officer
									2.0		Street/Park Foreman
									1.0		Horticulturalist/ Parks
									1.0		Mechanic/Maint Worker
23.30	24.40	25.49	26.59	27.69	28.78	29.88	30.97	Hourly			
48,469	50,748	53,027	55,306	57,585	59,864	62,144	64,423	6.1	4.0	Exempt	Recreation/Facilities Specialist
	49,608	51,887	54,167	56,446	58,725	61,004	63,283	6.0	4.0		Admin Asst to Department
									1.0		Staff Accountant
									2.0		Record Clerk
									6.0		Street Maintenance Worker
									3.0		Park Maintenance Worker
									1.0		Custodial Supervisor
									0.5		PW Office Associate (PT)
21.25	22.24	23.24	24.24	25.23	26.23	27.23	28.22	Hourly			
44,195	46,268	48,341	50,414	52,487	54,559	56,632	58,705	5.1	0.5		Pros Asst (PT)
	45,232	47,304	49,377	51,450	53,523	55,596	57,669	5.0	0.5		Court Clerk (PT)
19.12	20.02	20.92	21.81	22.71	23.61	24.50	25.40	Hourly			
39,775	41,641	43,507	45,373	47,238	49,104	50,970	52,836	4.1	5.5		Bldg Maintenance Worker
	40,708	42,574	44,440	46,306	48,171	50,037	51,903	4.0			
17.21	18.02	18.82	19.63	20.44	21.25	22.05	22.86	Hourly			
35,795	37,475	39,154	40,833	42,512	44,192	45,871	47,550	3.1	0.0		
	36,635	38,314	39,994	41,673	43,352	45,031	46,711				
15.49	16.22	16.94	17.67	18.40	19.12	19.85	20.58	Hourly			
32,218	33,729	35,241	36,753	38,264	39,776	41,288	42,799	2.1	0.0		
	32,974	34,485	35,997	37,509	39,020	40,532	42,043				
13.94	14.59	15.25	15.90	16.56	17.21	17.86	18.52	Hourly			
28,995	30,356	31,716	33,076	34,436	35,797	37,157	38,517	1.1	0.0		
	29,675	31,036	32,396	33,756	35,117	36,477	37,837				
									49.00	Authorized Strength	