

**AN ORDINANCE ESTABLISHING EMPLOYEE COMPENSATION EFFECTIVE
JANUARY 1, 2023 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 city utilizes numerous sources to evaluate what cost-of-living adjustment is necessary to be made to established pay ranges in order to recruit and retain a qualified workforce including the annual rate of inflation calculated by the *Bureau of Labor Statistics* for the 12 months ending October 31, 2022 (7.7%) on average for urban areas nationwide; the inflation rate for the St Louis Metropolitan Area (7.0%); the *Core Inflation Index Rate* (6.3%); and the annual cost-of-living adjustment for social security recipients (8.7%) to be effective the first of the year; and

WHEREAS, the Board of Aldermen have determined that an increase in the pay ranges in the amount of five (5.0%) percent for all commissioned and non-commissioned employees is appropriate effective January 1, 2023 given the level of increase in the cost of living;

**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 full-time employees not defined as "commissioned employee."

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

Unclassified Employees - The City Administrator and the 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, 2023

(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, 2023.

(B) Part-Time Employees

The hourly rate for part-time or seasonal positions from and after January 1, 2023 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 Sixty Dollars (\$60.00) 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 not to exceed eight (8) hours.

(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, 2023, Unclassified Employees shall receive the following annual compensation payable in equal bi-weekly payments:

City Administrator	\$179,156
Director of Public Safety	\$153,735
Director of Finance	\$136,080
Director of Public Works	\$126,868
Director of Parks & Recreation	\$105,000

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.

SECTION FIVE: Ordinance #2897 enacted June 14, 2021, is hereby repealed in its entirety.

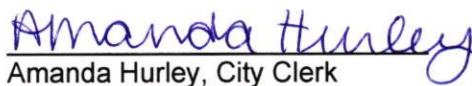
SECTION SIX: This ordinance shall be in full force and effect both from and after its passage and approval by the Mayor and Board of Aldermen.

Voting in Favor: Barrett, Concagh, Fitzpatrick, Osherow, Pound

Voting Against: Kleinschmidt


Absent:

This Ordinance passed this 12th day of December, 2022.

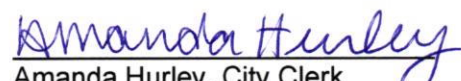

Amanda Hurley, City Clerk


Presiding Officer

This Ordinance approved this 12th day of December, 2022.


Mark Becker, Mayor

ATTEST


Amanda Hurley, City Clerk

First Reading 11/28/2022
Second Reading 12/12/2022

COMMISSIONED PAY PLAN

BILL 22-2970 EXHIBIT "A"

Grade	A	B	C	D	E	F	G	H	Number	FLSA	Position Titles
13.1	94,789	99,410	104,031	108,653	113,274	119,533	125,791	132,050	21.0	Exempt	Captain
12.1	82,172	86,254	90,335	94,317	98,499	103,941	109,384	114,827	5.0	Exempt	Lieutenant
11.1	74,703	78,448	82,194	85,940	89,685	94,586	99,486	104,387	6.0		Sergeant
									5.0		PSO-MEMT
									0.0		FF-MEMT-MCO
10.1	71,144	74,678	78,212	81,476	85,28	89,992	94,704	99,416	2.0		FF-MEMT- MCO
9.1	67,756	71,731	75,707	79,682	83,657	87,332	91,007	94,682	18.0		PSO-EMT
									1.0		PSO-K9 Handler
									2.0		PSO-Detective
									1.0		FF-MEMT
									0.0		Police-MEMT
8.1	64,369	67,566	70,763	73,961	77,158	81,421	85,684	89,947	3.0		POLICE- EMT
									0.0		Police- Detective
7.1	61,150	64,188	67,226	70,264	73,301	77,352	81,402	85,453	0.00		FF Recruit - MEMT
6.1	58,092	60,979	63,864	66,751	69,636	73,485	85,686	81,180	0.00		Police/FF Recruit
									46.00		Authorized Strength

NON-COMMISSIONED PAY PLAN

BILL 22-2970 EXHIBIT "B"

Grade	A	B	C	D	E	F	G	H	Number	FLSA	Position Titles
11.1 Hourly	81,853 39.35	85,929 41.31	90,005 43.27	94,080 45.23	98,156 47.19	102,231 49.15	106,307 51.11	110,383 53.07	1.0	Exempt	Asst City Administrator
10.1 Hourly	72,368 34.79	76,073 36.57	79,778 38.35	83,483 40.14	87,188 41.92	90,893 43.70	94,598 45.48	98,302 47.26	1.0 1.0 1.0 1.0	Exempt	IT Coordinator Building Official Park Superintendent Street Superintendent
9.1 Hourly	65,927 31.70	69,295 33.31	72,664 34.93	76,032 36.55	79,400 38.17	82,769 39.79	86,137 41.41	89,506 43.03	2.0 1.0 1.0 1.0 1.0	Exempt Exempt Exempt Exempt Exempt	Parks & Rec Manager City Planner Accounting Manager Human Resource Coordinator Exec Director - MPIR
8.1 Hourly	61,263 29.45	64,156 30.84	67,049 32.24	69,943 33.62	72,836 35.02	75,729 36.41	78,622 37.80	81,515 39.19	1.0 1.0 3.0 2.0	 Exempt Exempt	City Clerk Marketing/Event Supervisor Recreation Supervisor Building Supervisor
7.1 Hourly	56,511 27.17	59,046 28.39	61,580 29.61	64,115 30.82	66,650 32.04	69,185 33.26	71,719 34.48	74,254 35.70	1.0 1.0 1.0 1.0 2.0 1.0		Accountant PS Admin Asst to Department Court Administrator Code Enforcement Officer Street/Park Foreman Mechanic/Maint Worker
6.1 Hourly	50,892 24.47	53,285 25.62	55,678 26.77	58,071 27.92	60,465 29.07	62,858 30.22	65,251 31.37	67,644 32.52	3.0 2.0 1.0 3.0 7.0 4.0 1.0 0.5	Exempt	Rec/Facilities Specialist Admin Asst to Department Accounting Clerk Record Clerk Street Maintenance Worker Park Maintenance Worker Custodial Supervisor IT Associate (PT)
5.1 Hourly	46,405 22.31	48,581 23.36	50,758 24.40	52,934 25.45	55,111 26.50	57,287 27.54	59,464 28.59	61,640 29.63	0.5 0.5 0.5		PW Office Associate (PT) Prosecutors Asst (PT) Court Clerk (PT)
4.1 Hourly	41,764 20.08	43,723 21.02	45,682 21.96	47,641 22.90	49,600 23.85	51,560 24.79	53,519 25.73	55,478 26.67	5.5		Bldg Maintenance Worker