

**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 |

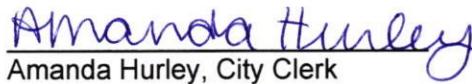
In addition to the salary provided herein, each Unclassified Employee is to be granted an additional week (40 hours) of vacation pay above the amount earned by schedule for all employees as provided in the Personnel Rules and Regulations of the City and shall be allowed to accumulated and carry-over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

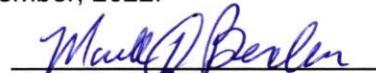
Voting in Favor: Barrett, Concagh, Fitzpatrick, Osherow, Pound
Voting Against: Kleinschmidt
Absent:

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

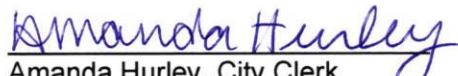

Amanda Hurley, City Clerk


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 35.02 | 72,836 36.41 | 75,729 37.80 | 78,622 39.19 | 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 |