

ORDINANCE #65521
Board Bill No. 113

An ordinance amending Ordinance 64954 which regulates employer and employee working relationships between the City of St. Louis and all employees under the Classified Service, including a compensation plan, terms and conditions of employment, benefits, leaves of absence, and authorization for a Deferred Compensation Plan by repealing Sections One, Two, Nine, and Sixteen; by replacing said Sections with provisions of this ordinance; and containing an emergency clause. This ordinance and its provisions shall become effective with the start of the first bi-weekly pay period following its approval by the Mayor.

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

SECTION 1.
ALPHABETICAL LIST OF CLASSES

(a) Beginning with the effective date of this ordinance the following positions in the City Service with bi-weekly rates are hereby allocated as listed below in accordance with the classification plan by the Director of Personnel to a grade and overtime code in the following section with rates established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Abatement and Exemption Analyst	1424	15 M	1
Account Clerk I	1141	10 G	3
Account Clerk II	1142	11 G	3
Accountant I	1441	13 G	3
Accountant II	1442	14 G	2
Accounting Coordinator	1444	15 P	1
Accounting Manager I	1445	16 M	1
Accounting Manager II	1446	17 M	1
Accounting Officer	1447	16 M	1
Accounting Supervisor	1443	15 P	1
Administrative Assistant I	1621	13 G	2
Administrative Assistant II	1622	14 M	1
Administrative Assistant III	1623	15 M	1
Administrative Assistant to the Mayor	1721	14 M	1
Affirmative Action Officer	1544	16 M	1
Air Pollution Engineer I	4251	14 P	2
Air Pollution Engineer II	4252	15 P	1
Air Pollution Engineer Supervisor	4253	16 P	1
Air Pollution Inspection Supervisor	3925	14 M	1
Air Pollution Inspector I	3921	12 G	3
Air Pollution Inspector II	3922	13 G	3
Air Pollution Specialist I	3926	12 G	3
Air Pollution Specialist II	3927	14 P	2
Air Pollution Technical Services Manager	3928	16 M	1
Airfield Maintenance Foreman	3322	14 G	3
Airfield Maintenance Supervisor	1638	15 G	2
Airfield Maintenance Worker	3324	12 G	3
Airfield Maintenance Worker (Lead)	3327	13 G	3
Airfield Operations Specialist	1631	13 G	3
Airfield Operations Specialist (Lead)	1635	14 G	3
Airport Administrator	1639	17 M	1
Airport Assistant Director Community Programs	1655	19 M	1
Airport Assistant Director Finance and Accounting	1651	19 M	1
Airport Assistant Director Planning and Development	1652	19 M	1
Airport Assistant Director Planning and Engineering	1653	19 M	1
Airport Building Maintenance Supervisor	1684	14 G	2
Airport Community Programs Assistant	1678	10 G	3

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Airport Emergency Preparedness Coordinator	1630	14 G	3
Airport Engineering Contracts Manager	1633	18 M	1
Airport Facilities Maintenance Manager	1685	16 M	1
Airport Facility Inspector	3951	37 T	3
Airport Fiscal Officer	1686	18 M	1
Airport Fleet Maintenance Manager	3273	16 M	1
Airport Operations Supervisor	1636	15 M	1
Airport Police Captain	2145	15 M	1
Airport Police Chief	2147	17 M	1
Airport Police Lieutenant	2144	14 P	2
Airport Police Officer	2141	12 P	3
Airport Police Sergeant	2143	13 P	3
Airport Power Plant Manager	1687	15 M	1
Airport Properties Division Manager	1654	18 M	1
Airport Properties Inspector	4221	11 G	3
Airport Properties Inspector (Lead)	4222	13 G	3
Airport Properties Specialist	1681	14 G	2
Airport Properties Supervisor	1682	15 P	1
Airport Risk Manager	1683	15 M	1
Airport Traffic Officer	2172	9 G	3
Animal Control Officer I	2111	10 G	3
Animal Control Officer II	2112	11 G	3
Animal Control Supervisor	2117	12 G	2
Applications Support Manager	1361	18 M	1
Arborist	3654	15 P	1
Architect I	4431	13 P	2
Architect II	4432	14 P	1
Architect III	4433	15 P	1
Architectural Manager	4434	17 M	1
Assessor	1439	20 M	1
Asset Manager I	1485	17 M	1
Asset Manager II	1486	19 M	1
Assistant Director of Health and Hospitals	5585	20 M	1
Assistant Mechanical Maintenance Worker	3412	9 G	3
Attorney I	2361	15 P	1
Attorney II	2362	17 P	1
Attorney III	2363	18 P	1
Attorney IV	2367	20 M	1
Attorney Manager	2364	20 M	1
Audit Manager	1475	17 M	1
Audit Supervisor	1473	16 P	1
Auditor I	1471	13 G	2
Auditor II	1472	14 G	2
Auto Body Specialist	3288	35 T	3
Aviation Planner	1634	16 P	1
Battalion Fire Chief	2227	77 F	1
Benefits Clerk	1541	10 G	3
Benefits Specialist	1545	12 G	3
Billing Supervisor	1192	14 G	2
Blacksmith	3231	36 T	3
Budget Analyst	1461	14 G	2
Budget Analyst (Senior)	1462	15 P	1
Budget Director	1468	21 M	1
Building Inspection Manager	3857	17 M	1

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Building Inspection Supervisor I	3855	39 T	3
Building Inspection Supervisor II	3856	15 M	1
Building Inspector I	3851	36 T	3
Building Inspector II	3852	37 T	3
Building Maintenance and Operations Supervisor	3753	14 G	2
Building Maintenance Worker	3411	10 G	3
Building Records Clerk	1114	9 G	3
Buyer	1223	14 G	2
Carpenter	3211	36 T	3
Carpenter (Lead)	3212	37 T	3
Carpenter Foreman	3213	39 T	3
Cashier	1182	9 G	3
Cashier Supervisor	1184	11 G	3
Charitable Programs Coordinator	1699	12 G	3
Chemist I	3551	13 P	3
Chemist II	3552	14 P	2
Chemistry Supervisor	3553	16 P	1
Chief Aviation Planner	1632	17 M	1
Chief Deputy Marshal	2123	14 M	1
Chief Health Fiscal Officer	1481	18 M	1
Chief Health Grants Officer	1487	18 M	1
Chief Horticulturist	3638	17 M	1
Chief of Staff	1737	23 M	1
Chief Paramedic	5721	17 M	1
Chief Parole and Probation Officer	2322	15 M	1
Chief Plan Examiner	4233	17 M	1
Chief Staff Officer	1483	21 M	1
City Counselor	2368	22 M	1
City Court Administrator	1676	16 M	1
City Court Judge	2369	17 P	1
City Marshal	2129	15 M	1
City Planning Executive	4143	19 M	1
City Register	1661	14 M	1
City Safety Manager	1534	16 M	1
City Surveyor	4293	15 P	2
Civil Engineer I	4241	14 P	2
Civil Engineer II	4242	15 P	1
Civil Engineer III	4243	16 P	1
Civil Engineer III/Computer Network Coordinator	4244	16 P	1
Civil Engineer Supervisor	4245	16 P	1
Clerical Aide	1111	5 G	3
Clerical Supervisor	1115	13 G	2
Clerk I	1112	8 G	3
Clerk II	1113	9 G	3
Clerk Typist I	1121	8 G	3
Clerk Typist II	1122	9 G	3
Clerk Typist III	1123	10 G	3
Clinical Nurse Specialist	5656	15 P	1
Commissioner of Air Pollution Control	3929	19 M	1
Commissioner of Buildings	3858	20 M	1
Commissioner of Communications	1811	17 M	1
Commissioner of Corrections	2373	20 M	1
Commissioner of Emergency Management	2181	17 M	1
Commissioner of Equipment Services	3277	19 M	1

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Commissioner of Excise	2193	17 M	1
Commissioner of Facilities Management	3755	19 M	1
Commissioner of Forestry	3644	19 M	1
Commissioner of Health	5688	21 M	1
Commissioner of Heritage and Urban Design Division	1674	18 M	1
Commissioner of Parks	3645	19 M	1
Commissioner of Recreation	7137	19 M	1
Commissioner of Refuse	3135	19 M	1
Commissioner of Streets	4248	19 M	1
Commissioner of Supply	1229	18 M	1
Commissioner of Traffic	4283	19 M	1
Commissioner of Water	4329	20 M	1
Commissioner on the Disabled	6163	17 M	1
Communications Center Coordinator	2161	14 G	3
Communications Regulatory Manager	1813	16 M	1
Community Development Planner I	4121	13 G	3
Community Development Planner II	4122	14 G	2
Community Development Planner III	4126	15 P	1
Community Development Research Analyst	4184	15 P	1
Community Development Specialist I	4123	13 G	3
Community Development Specialist II	4124	14 G	2
Community Development Supervisor	4127	15 M	1
Community Health Aide	5624	10 G	3
Community Program Aide	6171	10 G	3
Compensation and Employee Relations Manager	1524	19 M	1
Comptroller	1489	2 E	1
Computer Operations Supervisor	1327	13 M	1
Computer Operator I	1323	10 G	3
Computer Operator II	1324	11 G	3
Computer Programmer I	1331	13 G	3
Computer Programmer II	1332	14 G	3
Computerized Graphics Typesetter	2411	11 G	3
Concrete Finisher	3283	36 T	3
Construction and Maintenance Manager	3759	17 M	1
Construction and Maintenance Superintendent	3758	16 M	1
Construction Equipment Foreman I	3328	39 T	3
Construction Equipment Foreman II	3329	40 T	2
Construction Equipment Operator I	3332	35 T	3
Construction Equipment Operator II	3333	36 T	3
Construction Project Leader	4346	15 P	2
Contract and Inventory Specialist	3754	16 M	1
Contract Compliance Officer	1662	14 G	2
Contract Specialist	1663	11 G	3
Contract Supervisor	1664	15 M	1
Correctional Case Worker	2337	12 G	3
Correctional Case Worker Assistant	2336	11 G	3
Correctional Center Superintendent	2372	19 M	1
Correctional Chief of Security	2338	15 M	1
Correctional Classification Assistant	2333	11 G	3
Correctional Investigator	2339	12 G	3
Correctional Officer I	2331	11 G	3
Correctional Officer II	2332	12 G	3
Correctional Program Manager	2374	16 M	1
Correctional Program Supervisor	2342	13 G	2

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Correctional Shift Supervisor	2335	14 G	3
Correctional Training Coordinator	2381	14 G	2
Correctional Unit Manager	2375	15 M	1
Counseling and Testing Coordinator	5641	14 P	2
Court Officer	2334	10 G	3
Custodian	3711	6 G	3
Custodian (Lead)	3712	7 G	3
Customer Service Manager	1726	16 M	1
Customer Service Manager/Legislative Liaison	3532	16 M	1
Customer Service Representative I	1116	10 G	3
Customer Service Representative II	1117	11 G	3
Customer Service Supervisor	1185	13 G	2
Data Entry Operator	1312	8 G	3
Data Entry Supervisor	1315	11 G	3
Data Processing Manager	1365	18 M	1
Decorative Painter	3241	36 T	3
Dental Assistant	5413	7 G	3
Dentist	5541	17 P	1
Deputy Airport Police Chief	2146	16 M	1
Deputy Assessor	1435	17 M	1
Deputy Budget Director	1467	17 M	1
Deputy City Counselor	2366	21 M	1
Deputy City Court Administrator	1675	12 M	1
Deputy City Engineer	4316	21 M	1
Deputy Commissioner of Equipment Services	3275	17 M	1
Deputy Commissioner of Parks	3646	17 M	1
Deputy Commissioner of Refuse	3134	17 M	1
Deputy Commissioner of Streets	4247	17 M	1
Deputy Commissioner of Supply	1228	17 M	1
Deputy Comptroller	1488	21 M	1
Deputy Director of Airports	1656	20 M	1
Deputy Director of Employment and Training	6228	18 M	1
Deputy Director of Human Relations	6138	16 M	1
Deputy Director of Human Resources	1528	20 M	1
Deputy Director of Planning and Urban Design	4188	19 M	1
Deputy Fire Chief	2231	78 F	1
Deputy Marshal	2121	10 G	3
Detention Center Superintendent	2371	18 M	1
Director of Airports	1658	23 M	1
Director of Community Development	4144	22 M	1
Director of Employment and Training	6229	20 M	1
Director of Health and Hospitals	5589	23 M	1
Director of Human Relations	6139	18 M	1
Director of Human Resources	1529	22 M	1
Director of Human Services	6169	21 M	1
Director of Parks, Recreation and Forestry	3649	21 M	1
Director of Planning and Urban Design	4186	20 M	1
Director of Public Safety	2151	22 M	1
Director of Public Utilities	4349	21 M	1
Director of Streets	4249	21 M	1
Disabled Services Representative	6173	11 G	3
Document Specialist I	5643	11 G	3
Document Specialist II	5644	12 G	3
Drafter I	4421	10 G	3

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Drafter II	4422	12 G	3
Drafting Supervisor	4425	13 G	3
Duplicating Equipment Operator	2412	31 T	3
Electrical Engineer	4261	15 P	1
Electrical Engineer (Senior)	4262	16 P	1
Electrical Inspector	3811	36 T	3
Electrical Inspector (Lead)	3812	38 T	3
Electrical Inspection Supervisor	3815	15 M	1
Electrical Supervisor	3226	15 G	2
Electrician	3223	36 T	3
Electrician (Lead)	3224	38 T	3
Electrician Foreman	3225	39 T	3
Electronic Control Systems Technician	3442	36 T	3
Electronic Instrument Technician	3443	36 T	3
Electronic Technician Supervisor	3444	39 T	3
Elevator Inspector	3831	36 T	3
Elevator Inspector (Lead)	3832	38 T	3
Emergency Management Specialist	2183	15 M	1
Emergency Management System Technician	2182	36 T	3
Employee Benefits Manager	1526	18 M	1
Employee Training and Development Manager	1527	18 M	1
Employment and Training Representative	6211	12 G	3
Employment and Training Specialist I	6213	13 G	3
Employment and Training Specialist II	6214	14 G	2
Employment and Training Specialist III	6215	15 P	1
Employment and Training Specialist IV	6218	17 P	1
Employment Manager	1525	18 M	1
EMS Chief	5726	16 M	1
EMS Communications Supervisor	5723	14 G	2
EMS Deputy Chief	5725	15 M	1
EMS Dispatcher	5731	10 G	3
EMS Inventory Supervisor	5722	12 G	3
EMS Lead Dispatcher	5732	11 G	3
EMS Training Specialist	5719	14 G	2
EMT (Emergency Medical Technician)	5714	11 G	3
Engineering and Information Systems Manager	4317	19 M	1
Engineering Manager I	4312	17 M	1
Engineering Manager II	4313	18 M	1
Engineering Technician I	4224	13 G	3
Engineering Technician II	4225	14 G	3
Engineering Technician Supervisor	4226	15 P	2
Environmental Court Coordinator	3881	15 M	1
Environmental Health Officer	5622	13 G	3
Environmental Health Specialist	5628	13 G	3
Environmental Health Supervisor	5638	14 G	2
Epidemiologist	5642	16 P	1
Equipment Operator	3321	9 G	3
Estimator	4223	13 G	3
Executive Assistant I	1628	16 M	1
Executive Assistant II	1629	17 M	1
Executive Assistant to the Civil Service Commission	1624	16 M	1
Executive Assistant to the Mayor	1725	20 M	1
Executive Director for Development	1728	23 M	1
Executive Director for Operations	1736	23 M	1

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Executive Secretary I	1134	12 G	3
Executive Secretary II	1135	14 G	2
Executive Secretary to the Mayor	1727	21 M	1
Field Inspector	3911	11 G	3
Financial Analyst	1482	15 P	1
Financial Supervisor/Information Systems Coordinator	1484	16 M	1
Fire Alarm Manager	2216	74 F	1
Fire Captain	2226	72 F	3
Fire Commissioner and Chief	2239	83 F	1
Fire Equipment Dispatcher	2212	69 F	3
Fire Lieutenant	2225	71 F	3
Fire Private	2222	69 F	3
Fiscal Manager	1448	18 M	1
Fiscal Officer	1490	16 P	1
Fleet Maintenance Foreman I	3266	38 T	3
Fleet Maintenance Foreman II	3267	39 T	3
Fleet Maintenance Manager	3274	16 M	1
Fleet Maintenance Parts Specialist	3287	31 T	3
Fleet Maintenance Parts Supervisor I	3284	33 T	3
Fleet Maintenance Parts Supervisor II	3285	35 T	3
Fleet Maintenance Technician I	3261	31 T	3
Fleet Maintenance Technician II	3262	35 T	3
Fleet Maintenance Technician III	3263	36 T	3
Fleet Maintenance Technician IV	3265	37 T	3
Food Establishment Inspector	5631	13 G	3
Forest Park Executive	3642	17 M	1
Forestry Foreman	3641	11 G	3
Forestry Supervisor	3622	13 G	3
Gardener	3632	10 G	3
Gardener Supervisor	3633	11 G	3
GED Instructor/Employer Job Profiler	6219	13 G	2
Gerontologist	6146	15 P	2
GIS Coordinator/Engineering Inspector	4227	15 G	3
GIS Specialist I/Graphic Designer	4111	13 G	3
GIS Specialist II/Graphic Designer	4112	14 G	3
GIS/Graphic Design Manager	4113	15 M	1
Grants Administrator	1453	15 M	1
Grants Specialist	1452	10 G	3
Grants Writer	1451	13 G	3
Graphic Artist	4181	11 G	3
Graphic Arts Technician	4187	37 T	3
Graphic Designer	4182	12 G	3
Health Education Planner	5696	12 G	3
Health Planning Executive	5571	17 M	1
Health Services Manager I	5681	17 M	1
Health Services Manager II	5682	18 M	1
Heavy Equipment Operator I	3325	10 G	3
Heavy Equipment Operator II	3326	11 G	3
Help Desk Coordinator	1321	12 G	3
Historic Preservation Planner I	4192	13 G	3
Historic Preservation Planner II	4193	14 P	2
Horticulturist	3637	13 P	2
Housekeeping Manager	3719	14 G	2
Housekeeping Supervisor I	3715	11 G	3

TITLE	CODE	GRADE/ SCHEDULE		OVTM
Housekeeping Supervisor II	3716	13	G	3
Housing Development Analyst	4125	14	G	2
Housing Development Analyst (Senior)	4128	15	P	1
Human Relations Specialist	6131	13	G	2
Human Relations Supervisor	6135	15	M	1
Human Resources Administrator	1522	19	M	1
Human Resources Analyst	1512	14	G	2
Human Resources Assistant	1511	11	G	3
Human Resources Generalist I	1518	14	P	2
Human Resources Generalist II	1519	16	P	1
Human Resources Manager	1523	18	M	1
Human Resources Services Supervisor	1521	15	M	1
Human Resources Specialist I	1513	13	G	3
Human Resources Specialist II	1514	14	G	2
Human Resources Specialist III	1515	15	P	1
Human Resources Specialist IV	1516	16	P	1
Human Resources Specialist IV/Systems Analyst	1517	17	P	1
HVAC Foreman	3418	38	T	3
HVAC Mechanic	3417	36	T	3
Industrial Hygienist	5629	14	P	2
Information Systems Administrator	1362	20	M	1
Information Systems Audit Supervisor	1474	17	P	1
Information Systems Coordinator	1322	13	P	2
Information Systems Support Manager	1363	19	M	1
Internal Audit Executive	1476	20	M	1
Interpreter for the Deaf	6174	12	G	3
Inventory Control Specialist	1214	8	G	3
Inventory Control Technician I	1211	8	G	3
Inventory Control Technician II	1212	9	G	3
Inventory Coordinator	1215	10	G	3
Inventory Supervisor	1213	11	G	3
Investigation Supervisor I	2340	14	G	2
Investigation Supervisor II	2343	15	M	1
Ironworker	3232	36	T	3
Labor Foreman I	3121	12	G	3
Labor Foreman II	3125	13	G	3
Labor Supervisor	3128	14	G	2
Laboratory Aide	5421	8	G	3
Laboratory Assistant	5422	11	G	3
Laboratory Director	5683	19	M	1
Laboratory Supervisor	5463	16	M	1
Laboratory Technician	3554	11	G	3
Laborer	3111	8	G	3
Laborer (Lead)	3112	9	G	3
Land Acquisition Specialist	3952	11	G	3
Landscape Manager	3635	15	M	1
Lead Abatement Inspector	5626	13	G	3
Lead Abatement Worker	5625	10	G	3
Lead Program Aide	5611	9	G	3
Legal Investigator I	2351	13	G	3
Legal Investigator II	2352	14	G	2
Legal Secretary	1151	12	G	3
Licensed Practical Nurse	5181	11	G	3
Lifeguard	7111	5	G	3

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Lifeguard Supervisor	7112	7 G	3
Liquor Control Officer	2191	11 G	3
Liquor Control Supervisor	2192	13 G	3
Locksmith	3416	35 T	3
Machine Shop Foreman	3238	38 T	3
Machinist	3233	36 T	3
Mail Room Supervisor	1186	14 G	3
Mayor	1739	3 E	1
Mechanical Design Technician	4228	14 G	3
Mechanical Engineer	4271	15 P	1
Mechanical Engineer (Senior)	4272	16 P	1
Mechanical Equipment Inspection Supervisor	3845	15 M	1
Mechanical Inspector	3841	36 T	3
Mechanical Inspector (Lead)	3842	38 T	3
Mechanical Maintenance Foreman	3415	38 T	3
Mechanical Maintenance Worker	3413	35 T	3
Mechanical Maintenance Worker (Lead)	3414	37 T	3
Medical Record Administrator	5513	13 G	3
Medical Social Worker	6145	14 G	3
Medical Technologist	5461	13 G	3
Medical Technologist (Lead)	5462	14 G	3
Messenger/Mail Clerk	1181	5 G	3
Microcomputer Support Specialist	1328	11 G	3
Municipal Parking Garage Manager	3133	14 M	1
Neighborhood Improvement Program Manager	3872	16 M	1
Neighborhood Improvement Specialist	3871	14 G	2
Network Systems Manager	1364	18 M	1
Nurse Practitioner	5131	16 P	1
Nutrition Program Coordinator	5664	14 P	2
Nutritionist	5663	14 P	2
Operations Assistant-Security	2341	11 G	3
Outreach Worker	5698	11 G	3
Painter	3242	36 T	3
Painter (Lead)	3243	37 T	3
Painter Foreman	3245	39 T	3
Paralegal	2365	12 G	3
Paramedic	5717	13 G	3
Paramedic Crew Chief	5718	14 G	3
Paramedic Supervisor	5716	15 G	3
Park Attendant	3614	10 G	3
Park Facilities Maintenance Superintendent	3617	16 M	1
Park Maintenance Manager	3618	16 M	1
Park Ranger	2132	10 G	3
Park Ranger Manager	2135	14 M	1
Park Ranger Supervisor I	2133	11 G	3
Park Ranger Supervisor II	2134	12 G	3
Park Supervisor I	3612	12 G	3
Park Supervisor II	3613	13 G	3
Parking Garage Attendant	3114	6 G	3
Parking Garage Attendant (Lead)	3115	8 G	3
Parkkeeper	3611	11 G	3
Parole and Probation Officer	2321	13 G	3
Parole and Probation Officer (Lead)	2323	14 G	3
Paving Machine Assistant	3119	9 G	3

TITLE	CODE	GRADE/ SCHEDULE		OVTM
Payroll Specialist I	1171	10	G	3
Payroll Specialist II	1172	11	G	3
Payroll Supervisor	1173	14	M	1
Permit Supervisor	1673	14	M	1
Personal Property Appraisal Manager	1415	15	M	1
Personal Property Appraisal Supervisor	1413	14	G	2
Personal Property Appraiser I	1411	11	G	3
Personal Property Appraiser II	1412	12	G	3
Pest Control Worker	5699	9	G	3
Physician Manager	5554	21	M	1
Physician	5553	18	P	1
Plan Examiner	4232	14	P	2
Plumber	3251	36	T	3
Plumber Foreman	3253	39	T	3
Plumbing Inspection Supervisor	3824	15	M	1
Plumbing Inspector I	3821	36	T	3
Plumbing Inspector II	3822	38	T	3
President, Board of Aldermen	1748	1	E	1
President, Board of Public Service	4348	23	M	1
Printing and Duplicating Graphics Manager	2413	15	M	1
Printing Supervisor	2414	13	G	2
Probationary Fire Equipment Dispatcher	2211	69	F	3
Probationary Fire Private	2221	69	F	3
Process Control Specialist	4265	15	P	1
Procurement/Purchasing Manager I	1226	16	M	1
Procurement/Purchasing Manager II	1227	17	M	1
Procurement Specialist	1225	13	G	2
Program Aide	7311	10	G	3
Program Coordinator	1698	14	P	2
Program Manager I	1693	15	M	1
Program Manager II	1694	16	M	1
Program Specialist I	1696	11	G	3
Program Specialist II	1691	12	G	3
Program Supervisor	1692	13	M	1
Program Worker I	7312	5	G	3
Program Worker II	7313	5	G	3
Program Worker III	7314	5	G	3
Programmer/Analyst I	1341	15	P	2
Programmer/Analyst II	1342	16	P	2
Programmer/Analyst III	1343	17	P	2
Psychologist	6178	15	P	1
Public Health Counselor	5645	13	G	2
Public Health Education Coordinator	5648	15	P	2
Public Health Educator	5695	15	P	1
Public Health Intake Supervisor	5646	15	G	2
Public Health Intake Worker	5647	12	G	3
Public Health Nurse I	5651	14	G	3
Public Health Nurse II	5653	15	G	3
Public Health Nurse III	5654	16	P	2
Public Health Nursing Supervisor	5655	17	M	1
Public Health Program Representative	5693	13	G	3
Public Health Program Specialist	5691	14	G	3
Public Health Program Supervisor	5694	15	G	2
Public Information Assistant	1612	12	G	3

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Public Information Manager	1617	18 M	1
Public Information Officer I	1614	13 G	2
Public Information Officer II	1615	15 P	1
Public Information Officer Supervisor	1616	15 M	1
Public Information Officer to the Comptroller	1618	15 P	1
Public Information Officer to the Mayor	1613	16 M	1
Public Information Specialist I	1611	11 G	3
Public Information Specialist II	1610	12 G	3
Public Nuisance Inspector	3861	10 G	3
Real Estate Development Specialist	1637	14 G	3
Real Estate Records Clerk	1666	9 G	3
Real Estate Records Manager	1426	14 M	1
Real Estate Specialist	1667	13 G	3
Real Property Appraisal Manager	1429	16 M	1
Real Property Appraisal Supervisor	1428	15 M	1
Real Property Appraiser I	1421	13 G	3
Real Property Appraiser II	1422	14 G	3
Receptionist	1161	8 G	3
Receptionist to the Mayor	1162	9 G	3
Records Retention Supervisor	1187	14 G	2
Recreation Area Manager	7118	16 M	1
Recreation Assistant	7116	7 G	3
Recreation Leader	7117	10 G	3
Recreation Supervisor I	7114	12 G	3
Recreation Supervisor II	7115	14 G	2
Refuse Route and Safety Coordinator	3931	11 G	3
Refuse Superintendent	3131	16 M	1
Registered Nurse I	5121	14 G	3
Registered Nurse II	5122	15 G	3
Research Analyst to the Mayor	1729	16 P	1
Retirement Officer	1542	12 G	3
Safety Officer I	1531	13 G	3
Safety Officer II	1532	14 G	2
Safety Officer III	1533	15 P	1
School Crossing Guard	2174	5 G	3
Secretary and Stenographer to the Mayor	1175	11 G	2
Secretary I	1131	9 G	3
Secretary II	1132	10 G	3
Secretary to the Board of Estimate and Apportionment	1137	12 G	2
Secretary to the Board of Public Service	1671	13 M	1
Security Officer	2131	10 G	3
Senior Engineering Executive	4347	20 M	1
Senior Fire Equipment Dispatcher	2215	72 F	3
Senior Plan Examiner	4234	15 P	1
Senior Plan Examiner/Code Development Specialist	4235	16 P	1
Sign Shop Supervisor	3246	38 T	3
Social Worker I	6141	13 G	3
Social Worker II	6142	14 G	3
Soulard Market Manager	3757	15 M	1
Special Assistant for Development	1724	17 M	1
Special Assistant to the Comptroller	1672	16 M	1
Special Assistant to the Mayor	1723	17 M	1
Special Assistant to the Water Commissioner	3538	17 M	1
Special Projects Manager	2382	17 M	1
Specialist on Aging I	6121	13 G	3

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Specialist on Aging II	6122	14 G	2
Stationary Engineer	3423	36 T	3
Street and Traffic Inspection Supervisor I	3955	13 G	3
Street and Traffic Inspection Supervisor II	3956	14 M	1
Street and Traffic Inspector	3954	11 G	3
Street and Traffic Liaison	1643	14 M	1
Street Lighting Superintendent	3229	16 M	1
Street Maintenance Superintendent	3132	16 M	1
Superintendent of Soldiers' Memorial	3756	14 M	1
Supervising Deputy Marshal	2124	11 G	3
Supervising Stationary Engineer I	3427	39 T	3
Supervising Stationary Engineer II	3428	14 G	3
Supervisor-STD Intervention and Outreach Program	5649	15 P	2
Survey Projects Coordinator	4246	15 P	1
Surveying Aide	4291	12 G	3
Surveyor	4292	14 G	3
Systems Analyst	1351	15 P	2
Systems Development Manager	1366	19 M	1
Systems Project Leader	1352	18 M	1
Technical Support Specialist I	1371	15 P	2
Technical Support Specialist II	1372	16 P	1
Telecommunications Inspector	1824	13 G	3
Telecommunications Maintenance Supervisor	1854	13 G	3
Telecommunications Specialist	1853	14 G	3
Telecommunications Supervisor	2173	12 G	3
Telecommunications Technician	1855	12 G	3
Telecommunicator	2171	10 G	3
Tow Truck Operator	3311	10 G	3
Towing Services Foreman	3313	11 G	3
Towing Services Manager	3317	15 M	1
Towing Services Supervisor	3314	14 G	2
Trades Helper	3281	31 T	3
Traffic Control Superintendent	3438	16 M	1
Traffic Data Clerk	1188	9 G	3
Traffic Engineer	4281	15 P	1
Traffic Engineer (Senior)	4282	16 P	1
Traffic Engineering Manager	4284	17 M	1
Traffic Violation Bureau Supervisor	1677	13 G	3
Training Specialist	6175	14 G	3
Tree Trimmer	3621	10 G	3
Truck Tire Service Worker	3264	9 G	3
Urban Designer	4185	14 P	2
Urban Forester	3652	14 P	2
Urban Forestry Assistant	3651	11 G	3
Urban Forestry Superintendent	3656	16 M	1
Utility Worker	3117	9 G	3
Utility Worker (Lead)	3118	10 G	3
Veterans Service Officer	1695	14 M	1
Veterinarian	2119	16 P	1
Veterinarian Technician	2118	9 G	3
Video Engineer	1823	40 T	3
Video Production Manager	1812	16 M	1
Video Production Specialist	1822	36 T	3
Video Production Supervisor	1821	40 T	3
Water Billing Clerk	1191	10 G	3

TITLE	CODE	GRADE/ SCHEDULE	OVTM
Water Department Liaison	3533	16 P	1
Water Distribution Executive	4314	19 M	1
Water Distribution Superintendent	3535	16 M	1
Water Distribution Supervisor	3534	14 G	2
Water Maintenance Foreman	3517	13 G	3
Water Maintenance Worker	3512	11 G	3
Water Meter and Tap Supervisor	3526	14 M	1
Water Meter Repair Foremen	3525	13 G	3
Water Meter Repair Worker	3523	10 G	3
Water Meter Worker	3521	10 G	3
Water Meter Worker Supervisor	3522	13 G	3
Water Plant Maintenance Foreman	3543	39 T	3
Water Plant Maintenance Manager	3531	15 M	1
Water Plant Maintenance Mechanic	3541	36 T	3
Water Plant Maintenance Mechanic (Lead)	3542	38 T	3
Water Production Engineer	3536	17 M	1
Water Production Executive	4315	19 M	1
Water Services Manager	3537	14 M	1
Water System Inspector	3524	11 G	3
Water Treatment Plant Operations Assistant	3511	32 T	3
Water Treatment Plant Operator	3515	36 T	3
Water Treatment Plant Supervisor I	3514	38 T	3
Water Treatment Plant Supervisor II	3519	39 T	3
Water Utility Worker	3513	10 G	3
Welder	3235	36 T	3
Workers Compensation Specialist	1543	13 G	3
X-ray Technician	5441	11 G	3
Zoning Administrator	4165	16 M	1
Zoning Inspector	4163	10 G	3
Zoning Specialist	4162	12 G	3
Zoning Specialist (Lead)	4164	14 G	3

(b) ELECTED OFFICIAL STAFF POSITIONS:

The following non-competitive staff positions appointed by the President, Board of Aldermen are hereby allocated as listed below by the Director of Personnel to a grade with rates as established in Section 2 of this ordinance in accordance with Section 3(a) and Section 9(e) of Article XVIII of the City Charter.

TITLE	CODE	GRADE/ SCHEDULE
Secretary to the President, Board of Aldermen	1741	13 G
Administrative Aide to the President, Board of Aldermen	1743	14 M
Administrative Assistant to the President, Board of Aldermen	1745	16 M
Special Assistant to the President, Board of Aldermen	1746	17 M

**SECTION 2.
OFFICIAL PAY SCHEDULE FOR CLASSIFICATION GRADES**

The Civil Service Commission, in accordance with Section 7(b)(1) of Article XVIII of the City Charter, recommended pay schedules for all pay grades denoted in Section 1(a) of the classification plan prepared and adopted by the Department of Personnel. The official pay schedules and their corresponding salary ranges as hereby adopted in this Section 2 are as follows: (a) – General, Professional and Management Schedule, (b) - Trades Schedule, (c) – Fire Department Schedule and (d) - Elected Official Schedule.

(a) **GENERAL, PROFESSIONAL AND MANAGEMENT PAY SCHEDULE:**

The following bi-weekly pay schedule for all pay grades denoted with the suffix "G", "P", or "M" shall become effective on the effective date of this ordinance:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS		
GRADE	MINIMUM	MAXIMUM
5	619	928
6	674	1011
7	735	1102
8	801	1201
9	873	1309
10	951	1427
11	1037	1556
12	1130	1696
13	1251	1878
14	1439	2159
15	1654	2483
16	1904	2855
17	2189	3284
18	2517	3776
19	2895	4343
20	3330	4994
21	3596	5394
22	3883	5825
23	4194	6292

(b) **TRADES PAY SCHEDULE:**

The following bi-weekly pay schedule for all pay grades denoted with the suffix "T" shall become effective on the effective date of this ordinance:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS		
GRADE	MINIMUM	MAXIMUM
31	992	1384
32	1039	1450
33	1088	1520
34	1141	1593
35	1195	1665
36	1254	1749
37	1315	1832
38	1375	1915
39	1443	2012
40	1513	2105

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

The pay schedule for all pay grades denoted by the suffix "F" effective June 17, 2001, will be increased by \$1,500 effective on the effective date of this ordinance. The Director of Personnel shall establish such regulations and procedures as are necessary to place the Fire Department Pay Schedule in effect.

(d) ELECTED OFFICIAL PAY SCHEDULE:

(1) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," is currently in effect and extends through the term of office for each elected official:

GRADE	BI-WEEKLY RATE
1E	\$3127
2E	\$3797
3E	\$4467

(2) The following bi-weekly pay schedule for each Executive pay grade, denoted by the suffix "E," shall become effective beginning with any term of office starting in 2002:

GRADE	BI-WEEKLY RATE
1E	\$3174
2E	\$3854
3E	\$4534

(3) The salary of an elected official shall not be increased during the term of office.

(e) SHIFT DIFFERENTIAL: Shift differential shall be paid for certain work assignments. The Director of Personnel shall determine the work assignments or activity for which shift differential will be paid. The assignment or removal of an employee from a work assignment having a shift differential shall be determined by the appointing authority and will not constitute promotion, demotion, advancement or reduction in pay. The shift differential shall be added to the employee's regular bi-weekly rate.

(1) In order for an employee to be eligible for shift differential compensation for a work shift, the employee must regularly work a shift that requires the completion of four (4) hours of work between the hours of 4:00 p.m. and 8:00 a.m. the following morning. Employees who are regularly assigned to work schedules that require them to rotate among three shifts (day, evening, night) on a bi-monthly or more frequent basis shall be eligible for shift differential compensation for all three shifts worked.

For employees whose pay range is established in Section 2(a) or 2(b), the shift differential premium shall be 0.85% of the employee's regular base bi-weekly rate for each eligible shift worked in a bi-weekly pay period.

For those employees whose pay range is established in Section 2(c), the shift differential premium shall be \$1.70 per hour for each hour worked between 11:00 p.m. and 7:00 a.m. during an eligible shift.

(2) Except as otherwise provided in this ordinance, shift differential shall not be paid to employees compensated on an hourly or per performance basis, or bi-weekly paid employees who work part-time. Neither shall shift differential be paid to full-time regular employees docked for any portion of an eligible shift.

(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.

(4) Employees whose pay range is established in Section 2(c) must work at least 12 hours of a regularly assigned 24-hour shift to be eligible for any shift differential for that shift. Such employees shall not receive shift differential for overtime work, which is not part of their regular schedule.

(f) Employees whose pay range is established in Section 2(a) or 2(b) and who work on a Saturday and/or Sunday shall be paid a weekend differential. This differential shall be 0.85% of an employee's base bi-weekly rate and shall not be paid for any overtime worked that is not part of an employee's regular schedule. An employee shall receive weekend differential for working a portion of an eligible day. This differential shall only be paid for whole hours worked, providing the portion of the day not worked is charged

to paid leave. Weekend differential shall not be paid to employees compensated on an hourly or per performance basis or bi-weekly paid employees who work part-time. Neither will the weekend differential be paid to full-time regular employees docked for any portion of a day on which the differential would otherwise be paid.

(g) Employees residing in the City of St. Louis who are regularly assigned to a position located in a City institution, agency, or facility located outside the corporate limits of the City of St. Louis, and who are regularly assigned to a five-day, forty-hour weekly work schedule, shall be entitled to a commuting allowance in the amount of seventy dollars (\$70.00) bi-weekly. Eligible full-time employees who are assigned to an alternate form of work schedule which reduces the frequency of commuting to work shall be entitled to a commuting allowance which is reduced in proportion to the reduced frequency of commuting.

Only full-time classified employees who are paid on a bi-weekly basis and are regularly employed ten (10) or more working days in a given pay period shall be eligible for the commuting allowance. Periods of non-paid absence, disability leave, and/or paid sick leave of ten (10) working days or more shall result in suspension of eligibility for the commuting allowance. Suspension of the commuting allowance shall begin during the pay period in which the tenth (10th) day of absence occurs and shall continue for any subsequent full or partial pay periods during the period of absence. Upon return to duty from such absence, an employee again shall be eligible for commuting allowance upon completion of the first full pay period of service for which the allowance would normally be paid.

Employees for whom any form of free transportation (car, truck, bus, etc.) is provided by the City from a place within the corporate City to the work site and back shall not be entitled to the commuting allowance. The commuting allowance may be waived by the Director of Personnel when an employee who receives free transportation requests a schedule change and, as a result of the new work hours, free transportation is no longer available.

(h) BOARD AND COMMISSION STIPENDS:

Title	Code	Stipend
Member, Airport Commission	1980-00-B	\$53 per meeting, up to 24 meetings a year
Member, Board of Adjustment	1981-00-B	\$60 per meeting
Member, Board of Air Pollution Appeals and Variance Review	1982-00-B	\$60 per meeting
Member, Board of Equalization	1983-00-B	\$120 per day
Member, Board of Engineers	1984-00-B	\$45 per meeting, up to 2 meetings a week
Member, Board of Examiners of Plumbers	1985-00-B	\$60 per month
Member, Board of Examiners of Fumigators	1986-00-B	\$45 per meeting, up to 3 meetings a month
Member, Board of Examiners of Sign Erectors	1987-00-B	\$45 per meeting, up to 3 meetings a month
Member, Board of Tax Appeals	1988-00-B	\$60 per meeting
Member, Civil Service Commission	1989-00-B	\$55 per meeting, up to 30 meetings a year
Member, Board of Building Appeals	1990-00-B	\$60 per meeting, up to 50 meetings a year
Member, Board of Building Code Review	1991-00-B	\$60 per meeting, up to 1 meeting a week
Member, Boiler Rules Committee	1992-00-B	\$45 per meeting
Member, Committee of Electrical Examiners	1993-00-B	\$45 per meeting, up to 15 meetings a year
Member, Committee on Plumbing Review	1994-00-B	\$45 per meeting, up to 15 meetings a year
Member, Demolition Contractors' Certification Board	1995-00-B	\$45 per meeting, up to 15 meetings a year
Member, Board of Merchants' and Manufacturers' Tax Equalization	1996-00-B	\$83 per day in session, up to 60 meetings during regular 12 week

Member, Board of Examiners of Sprinkler System Contractors	1997-00-B	session, but not to exceed 105 meetings a year \$83 per meeting, up to 15 meetings a year
Member, Board of Examiners for Mechanical Contractors	1998-00-B	\$45 per meeting
Member, Board of Noise Control Appeals	1999-00-B	\$53 per meeting

A person occupying a position as a member of a Board, Commission or Committee shall be paid at the per-day, per-meeting or per-month rate established above.

(i) The Director of Personnel may establish per performance rates of pay, hourly rates of pay, or rates of pay for units of work and the conditions for making of any such payments. Such per performance, hourly, or unit-of-work rates may be computed from the bi-weekly scales established in this ordinance. Per performance, hourly, or unit-of-work rates shall be established considering the nature of employment, community practices in compensating similar employment, and the purpose of the program for which the rate is established. Employees paid per performance, hourly, or unit-of-work rates of pay shall not be entitled to vacation, sick leave or holiday leave with pay or other benefits accorded employees paid on a bi-weekly basis except that an appointing authority, with the prior approval of the Director of Personnel and when sufficient funds have been appropriated, may establish a modified level or type of benefit program when the provision of such benefit is needed in order to attract and retain sufficiently qualified employees to work in specific per performance, hourly, or unit-of-work assignments.

Appointing authorities are not permitted to utilize per performance and hourly employees as a method of replacing bi-weekly paid employees who would be entitled to employee benefits. Therefore, per performance and hourly employees will be limited to an equivalent of ten (10) months of full time employment per year.

(j) The Director of Personnel may establish trainee rates of pay. Such trainee rates may be established on an hourly, per performance or bi-weekly basis and shall be less than the rate paid to a regular employee.

(k) The Director of Personnel, with the assistance of appointing authorities concerned, may establish rates and conditions under which compensation may be granted for periods of time during which an employee is away from the job site but restricted in his/her activities because of an assignment by the appointing authority to be immediately available for call to return to the work site to perform emergency duties. Pay rates and conditions established under the provisions of this Section 2(k) may include reasonable minimum pay guarantees for employees required to return to the work site to perform emergency duties.

The provisions of this Section 2(k) shall not be construed to restrict the right of an appointing authority to establish call back procedures for employees as an established condition of employment.

(l) The Director of Personnel may pay travel, moving and related expenses to recruit employees for positions requiring a high degree of specialized education or skill when funds for this purpose are appropriated to the Department of Personnel. The Director of Personnel may authorize an appointing authority to pay special recruitment bonuses, travel expenses and moving expenses to recruit employees for positions requiring a high degree of specialized education or skill.

(m) The Director of Personnel may approve the payment of hiring incentives to recruit qualified personnel for positions that are difficult to fill. Hiring incentives shall be in any amount up to twenty-five percent (25%) of the annual salary of the position for which the incentive is to be paid.

(n) (1) The Director of Personnel may establish a program of cash awards or other incentives for an employee or group of employees to recognize and reward increased productivity, effectiveness, or service to the public. The incentives offered under the program may include cash, paid time off and such other reasonable incentives as the Director of Personnel may determine. Cash awards shall be made from the personal services appropriation of the unit, the account from which the employee's salary is paid or from a general appropriation for this purpose. Cash awards and incentives under this program shall be made in accordance with guidelines established by the Director of Personnel. The Director of Personnel may establish an authority to manage the incentive and award program or to determine awards and incentives; the decisions of this authority shall be final.

(2) Notwithstanding any other provision in this ordinance, the Director of Health and Hospitals is authorized to establish a program of incentives not to exceed twenty-five percent (25%) of established annual rates for the purpose of compensating

physicians.

(3) The Director of Personnel may provide an Employee Suggestion Program, which grants cash and other awards to recognize employee suggestions, which improve City services, operations or facilities. Cash awards to employees for suggestions resulting in tangible savings to the City shall not exceed ten percent (10%) of the annual tangible net savings. Cash awards and payments for other awards shall be made from an appropriation for a suggestion program or other appropriate account. The Employee Suggestion Program shall be administered in accordance with regulations established by the Director of Personnel. The Director of Personnel may establish an authority to evaluate suggestions and determine awards; the decisions of this authority shall be final.

(o) An appointing authority may, with the prior approval of the Director of Personnel, establish a program to reimburse, in whole or in part, expenses incurred by regular employees for the purchase of uniform apparel required in the performance of the duties of their positions, when funds have been budgeted therefor.

An appointing authority may exercise the option to furnish such uniform as may be required in the employee's performance of his/her duties.

The Director of Personnel may establish regulations relating to employees' eligibility for reimbursement for uniforms.

Further, when funds have been budgeted therefor, an appointing authority may authorize reimbursement to uniformed security or correctional employees of up to fifty dollars (\$50) per incident for damage to personal property sustained while the employee was directly engaged in quelling a disturbance while performing assigned and/or authorized duties during a shift.

In addition, when funds have been budgeted therefor, and with the prior approval of the Director of Personnel, an appointing authority may provide an annual tool maintenance allowance for certain mechanic and related classes wherein employees are required to provide and maintain their own tools.

(p) An employee who is appointed to a position requiring advanced technical skills or professional qualifications may be paid at a rate up to ten percent (10%) higher than prescribed for the class in Section 2 of this ordinance on recommendation of the appointing authority with the approval of the Director of Personnel. Such advancement shall be made solely on the basis that the employee possesses exceptional academic qualifications related to the duties of the position or that the employee is registered or certified by an organization or board recognized by the Director of Personnel to be especially suited, considering the duties of the position, and when such academic qualification, registration, or certification is not deemed a necessary qualification for the class of position. The Director of Personnel may also establish other bonus, incentive, or reimbursement programs to encourage current employees to attain registration, licensure, certification, or proof of professional mastery when it is deemed to be in the best interest of the Classified Service, or when such credentials are clearly recognized as adding to the capability of individuals in that area. Incentives, bonuses, or reimbursements conveyed under such programs would not result in an employee being ruled ineligible for bonuses or salary increases permitted under other sections of this pay ordinance.

(q) The Director of Personnel may establish a location allowance for positions which are difficult to fill at specific duty stations. This allowance shall be in an amount up to ten percent (10%) of the median of the pay range of the position for which the allowance is to be paid. The location allowance shall be considered an addition to pay and shall not change the employee's base rate.

SECTION 9. CONVERSION

(a) All pay schedules in Ordinance 64954 shall continue in effect until the effective date of this ordinance, at which time the rates to be paid to employees in positions of any class for which a rate is established or changed in 2(a) and 2(b), of this ordinance shall become effective and be adjusted as follows:

(1) The salary of each employee whose pay range is established in Section 2(a) of this ordinance and whose class title remains unchanged or whose class title is changed to better describe his/her position, without a substantial revision in the class of position shall have their current salary increased by a factor of one and one-half percent (1.5%), rounded to the nearest whole dollar or the minimum of the salary range, whichever is higher. This provision shall not apply to employees whose rate is deemed to be above the new maximum of the range as a result of demotion or reallocation.

(2) The salary of each employee whose pay range is established in Section 2(a) of this ordinance and whose class

has been allocated to a higher pay grade in the appropriate pay schedule, as determined by the Director of Personnel, shall have their current salary increased to a rate, rounded to the nearest whole dollar, which provides a one and one-half percent (1.5%) increase in addition to a five percent (5%) adjustment in accordance with Section 6(a)(1) of this pay ordinance, but not less than the minimum of the pay range.

(3) The salary of each employee whose pay range is established in Section 2(b) of this ordinance and whose class title remains unchanged or whose class title is changed to better describe his/her position, without a substantial revision in the class of position shall have their current salary increased by a factor of one and one-half percent (1.5%) rounded to the nearest whole dollar, as determined by the Director of Personnel. This provision shall not apply to employees whose rate is deemed to be above the new maximum of the range as a result of demotion or reallocation.

(4) The salary of each employee whose pay range is established in Section 2(b) of this ordinance and whose class has been allocated to a higher pay grade in the appropriate pay schedule, as determined by the Director of Personnel, shall have their current salary increased to a rate, rounded to the nearest whole dollar, which provides a one and one-half percent (1.5%) increase in addition to a five percent (5%) adjustment in accordance with Section 6(a)(1) of the pay ordinance, but not less than the minimum of the range.

(b) The rate of any employee whose salary is established in Section 2(c) of this ordinance shall be adjusted as provided in that section and Section 31, Article XVIII of the City Charter.

(c) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(d) The salary of any employee serving in a trainee position, which remains above the new trainee rate for his/her position, shall remain unchanged.

(e) The Civil Service Commission, on the recommendation of the Director of Personnel, may establish a special conversion procedure for a class or position in the event that the Commission determines that a serious inequity would be created by the application of the conversion procedures established in this Section 9.

(f) The Director of Personnel shall establish such procedures as are needed to place this ordinance into effect and interpret its provisions.

SECTION 16. HOLIDAYS

(a) Classified employees working full-time who are paid on a bi-weekly basis shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave for regularly scheduled work on the following days:

DATE	HOLIDAY
January 1	New Years Day
Third Monday in January	Rev. Martin Luther King Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Day After Thanksgiving	Day After Thanksgiving
December 25	Christmas Day

In addition to the above enumerated holidays, full-time classified employees shall be entitled to leave with pay, pay, or compensatory time off in lieu of pay or paid leave as established by this Section 16 on any day declared to be a holiday by proclamation of the Mayor after such day has been declared to be a holiday by the Governor of the State of Missouri or the President of the United States.

Employees working full-time and paid a bi-weekly rate whose pay is established in Sections 2(a) and 2(b) of this

compensation ordinance shall receive leave with pay, pay or compensatory time off in lieu of pay as holiday compensation in an amount that is proportionate to the number of hours the employee is regularly scheduled to work in a day or shift. For example: Employees working an average of forty (40) hours a week, five (5) days a week, eight (8) hours a day shall receive eight (8) hours of compensation for the holiday; employees working an average of forty (40) hours a week, four (4) days a week, ten (10) hours a day shall receive ten (10) hours of compensation for the holiday.

When the day of observance of a holiday is changed by State or Federal law, it will be so observed by the City of St. Louis. When the day of observance of a holiday is changed by State or Federal executive action, the Mayor shall determine the day of observance by the City of St. Louis. When one of the above enumerated holidays occurs on Sunday, the following Monday shall be observed as the holiday. When one of the above holidays occurs on Saturday, the preceding Friday shall be observed as the holiday.

(b) Each appointing authority shall determine the manner of granting holidays and shall report his/her determination to the Department of Personnel, if required by the Director of Personnel. When full-time employees are required to work on a holiday they shall be entitled to compensation for the holiday and the hours actually worked. Compensation for the holiday shall be in an amount proportionate to the number of hours an employee is regularly scheduled to work in a day or shift.

Except as otherwise provided in this section, when a City holiday falls on an employee's regularly scheduled day off, the employee shall be entitled to have compensatory time added to his/her balance in an amount proportionate to the number of hours regularly scheduled in a day or shift.

If an employee is docked from the payroll for one hour or less on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday or on a scheduled holiday, the employee shall be compensated for the holiday. If an employee is docked from the payroll for more than one hour on the full scheduled workday preceding a holiday, the full scheduled work day following a holiday or on a scheduled holiday, the employee shall not be compensated for the holiday.

The holiday compensation procedures established by this Section 16 shall apply to full-time classified employees paid a bi-weekly rate. Part-time bi-weekly paid employees shall be compensated for holidays in proportion to the percentage of time they are regularly scheduled to work. Employees paid on an hourly or per performance basis shall not be entitled to holiday compensation.

In the event that the holiday schedule established in this Section 16 is revised by competent authority, employees who are granted compensatory time in lieu of all holidays shall have their leave benefits adjusted accordingly. The Director of Personnel may establish additional or alternate holiday leave policies for employees occupying public safety positions which qualify for the special overtime pay provisions under Section 207(k) of the FLSA or for employees with official work schedules authorized by the Director of Personnel which exceed the normal forty (40) hour weekly work schedule. Procedures developed in compliance with this Section 16 shall be designed to treat employees in the same manner who work substantially equivalent work schedules.

(c) Employees whose pay is established in Section 2(c) of this ordinance shall be entitled to one hundred twelve (112) 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 employees, the Director of Personnel, in cooperation with appointing authorities concerned, shall establish procedures for holiday compensation for such 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. The Director of Personnel may establish a procedure for payment of a portion of the one hundred twelve (112) hours of leave in cash as the fair and reasonable equivalent of the number of holidays an employee would normally be required to work. Any such cash payment shall reduce the employee's annual one hundred twelve (112) hour leave balance by a like number of hours.

(d) Full-time classified employees (General, Professional, Management, Trades) paid on a bi-weekly rate basis who are employed on the effective date of this ordinance, shall have sixteen (16) hours of compensatory time added to their balance on that date. The additional compensatory time added to the balance of each employee shall be treated as "personal days" and shall be granted by the appointing authority in accordance with procedures for granting compensatory time established in Section 15 of Ordinance 64954. These 16 hours of compensatory time must be taken between the effective date of this ordinance and June 14, 2003 and shall be taken as paid-leave time and may not be granted as pay.

The passage of this ordinance being deemed necessary for the immediate preservation of the public peace, health and safety, it is hereby declared to be an emergency measure and the same shall take effect and be in force effective with the start of the first bi-weekly pay period following its approval by the Mayor.

Approved: June 15, 2002