



Bill No. 4187

Ordinance No. _____

INTRODUCED BY

ALDERMEN UTT, FINLEY, STALLMANN, ROACH, FLEMING, WEAVER, SIEGEL, BULLINGTON

AN ORDINANCE AMENDING SECTION 2-34 OF THE CODE OF ORDINANCES OF THE CITY OF BALLWIN WITH RESPECT TO PERSONNEL SALARY RANGES.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF BALLWIN, ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

Section 1: Section 2-34 of the Code of Ordinances of the City of Ballwin shall be amended as follows (additions in **RED**):

Sec. 2-34. - Personnel salary ranges.

(a) The salary ranges for all full-time employees, as determined by the Ballwin Pay Plan, are updated annually and approved as part of the annual budget appropriation. The pay plan is kept on record in the office of the Ballwin Finance Officer and is available for public review during the regular business hours of the Ballwin Government Center, ~~14811 Manchester Rd.~~, **1 Government Ctr.**, Ballwin, Missouri.

(b) The wage rate for all seasonal positions shall be updated annually and approved as part of the annual budget appropriation. A listing of these wage rates shall be kept on record in the office of the Ballwin Finance Officer and is available for public review during the regular business hours of the Ballwin Government Center, 14811 Manchester Rd., Ballwin, Missouri.

(c) Unless otherwise determined by the board of aldermen, the ranges shall be automatically adjusted to reflect the 70th percentile of the ten selected comparable cities in metropolitan St. Louis, on an annual basis, during the regular budget process and determined by the following formula: $((\text{highest} - \text{lowest}) \times .70) + \text{lowest}$. Adjustments to the range may be made in the event that the highest salary for any position is ten percent or more higher than the second highest salary. In that event, the highest salary will be replaced with the second highest salary to calculate the new minimum or maximum salary for a position. At the time of each full-time employee's annual review, or upon commencement of employment, an employee whose salary falls below the annually established range minimum shall be raised to the range minimum, subject to annual appropriation by the board of aldermen. **Employees with tenure whose salaries are brought up to the new minimum for their salary range will also receive an additional adjustment based on their years of service in their current position using the following scale:**

Years of Service Additional Increase

1-3	3%
4-10	6%
11+	9%



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(d) The municipal judge, the prosecuting attorney, the public defender, and the city attorney's compensation may be adjusted annually at the average increase applied for other city employees. The compensation of the city administrator shall be reviewed annually and adjusted, if appropriate, by the board of aldermen.

(e) Unless otherwise determined by the board of aldermen, the ranges shall be automatically adjusted to fall within the 70th percentile of the ten selected comparable cities in the metropolitan St. Louis, on an annual basis, during the regular budget process utilized by the city.

Section 3: This ordinance shall be in full force and effect from after the date of its passage and approval and shall remain in effect until amended or repealed by the Board of Aldermen.

PASSED this ____ day of _____, 2024.

TIM POGUE, MAYOR

APPROVED this ____ day of _____, 2024.

TIM POGUE, MAYOR

ATTEST:

ERIC STERMAN, CITY ADMINISTRATOR