

**Summary**  
**Board Bill Number 26**  
**Introduced by Alderman Rasheen Aldridge**  
**May 21, 2026**

The Board Bill repeals **Ordinance Number 71965** relating to the position, classifications and salaries of the Treasurer's Office employees and enacting in lieu thereof a new ordinance dealing with the same subject matter and containing an emergency clause. The provisions of the sections contained in this ordinance shall be effective with the start of the first pay period following approval of the Mayor.

**BOARD BILL NUMBER 26 INTRODUCED BY ALDERMAN RASHEEN ALDRIDGE**

1 An ordinance relating to the position classifications and salaries of the employees in the  
2 Treasurer’s Office; repealing **Ordinance Number 71965** and enacting in lieu thereof certain  
3 new sections relating to the same subject matter and containing an emergency clause. The  
4 provisions of the sections contained in this ordinance shall be effective with the start of the first  
5 pay period following approval of the Mayor.

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

7 **SECTION ONE.**

8 **Ordinance Number 71965** is hereby repealed, and a new ordinance is hereby enacted in  
9 lieu thereof to read as follows:

10 **SECTION TWO. Position Classes**

11 The following positions of the Treasurer’s Office whose duties shall be those indicated  
12 by their respective titles, are hereby allocated as listed below and adopted as the classification of  
13 the Treasurer’s Office:

14	<b>Class Title</b>	<b>Grade</b>
15	Assistant Treasurer	21M
16	Director of Office of Financial Empowerment	18M
17	Accounting Manager	17M
18	Executive Assistant	16M
19	Program Manager II	15M
20	Program Manager I	15G
21	Financial Empowerment Coordinator	14G
22	Accountant II	14G

1	Financial Empowerment Specialist	13G
2	Financial Wellbeing Coach	13G
3	Accountant I	13G
4	Courier	13G
5	Treasury Clerk II	12G
6	Cashier	12G
7	Treasury Clerk I	11G
8	Administrative Assistant	8G

9 **SECTION THREE.** Pay Schedule

10           The following bi-weekly pay schedule for all grades denoted with the suffix “G” or  
 11 “M” shall become effective beginning with the bi-weekly pay period starting the effective date of  
 12 this ordinance.

13 **BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS**

14	<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
15	7	1360	1709
16	8	1600	2379
17	9	1648	3049
18	10	1697	3394
19	11	1748	3605
20	12	1801	3780
21	13	1855	3897
22	14	1910	4461
23	15	1968	4919

1	16	2131	5355
2	17	2445	6089
3	18	2805	6891
4	19	3221	7271
5	20	3699	7692
6	21	3810	7692
7	22	4306	7692
8	23	4647	7692

9 **SECTION FOUR.** Starting Salary

10 The minimum rate of pay for a position shall be paid upon original appointment to the  
 11 class, unless the Treasurer (hereinafter referred to as the “Appointing Authority”) finds that it is  
 12 impractical to recruit employees with adequate qualifications at the minimum rate.

13 If an advanced starting salary is necessary, the Appointing Authority may establish a  
 14 recruitment rate for a single position or all positions in a class and authorize employment at a  
 15 figure above the minimum but within the regular range of salary established for the class.

16 **SECTION FIVE.** Promotion, Demotion, Transfer, Reallocation

17 An employee who is promoted, demoted, transferred, or whose position is reallocated or  
 18 reassigned after the effective date of this ordinance, shall have his or her rate of pay for the new  
 19 position determined as follows:

20 (a) Promotion: This shall be defined as a change of an employee from a position of one  
 21 class to a position of another class with a higher pay grade.

22 (1) When an employee is promoted to a position in the General and Management  
 23 Schedule, the employee’s salary shall be set at a rate deemed appropriate by the Appointing

1 Authority. Such salary determination shall take into consideration the nature and magnitude of  
2 the accretion of duties and responsibilities resulting from the promotion. However, no employee  
3 shall be paid less than the minimum rate nor more than the maximum rate for the new class of  
4 position.

5 (b) Demotion: This shall be defined as a change of an employee from a position of one  
6 class to a position of another class which has a lower pay grade.

7 (1) If an employee is demoted for disciplinary reasons his or her rate of pay shall be  
8 established at a rate within the range for the new position to be determined by the Appointing  
9 Authority.

10 (c) Transfer: The salary rate of an employee who transfers to a different position in the  
11 same class, or from a position in one class to a position in another class in the same pay grade,  
12 shall remain unchanged, provided that no employee shall be paid less than the minimum rate nor  
13 more than the maximum rate for the new class of position, except as otherwise provided in this  
14 ordinance.

15 (d) Reallocation:

16 (1) The salary of an employee which is in excess of the maximum of the range prescribed  
17 by this ordinance for the class and grade to which his or her position has been allocated or may  
18 be reallocated shall not be reduced by reason of the new salary range and grade. The salary of  
19 such employee shall not be increased so long as he or she remains in the class of position, except  
20 as otherwise provided by this ordinance.

21 (2) If the employee's position is reallocated to a class in a lower pay grade and the rate of  
22 pay for the previous position is within the salary range of the new position, his or her salary shall  
23 remain unchanged.

1 (3) The salary of an employee whose position is allocated to a class in a higher pay grade  
2 shall be determined in accordance with the provisions of this Section 5(a)(1) relating to salary  
3 advancement on promotion.

4 **SECTION SIX.**

5 Salary adjustments for all employees shall be based on considerations of merit, equity, or  
6 success in fulfilling predetermined performance factors as established by the Appointing  
7 Authority.

8 (a) Based upon the service rating of an employee together with the standard of  
9 performances established by the Appointing Authority, the Appointing Authority shall determine  
10 eligibility for up to a two percent (2%) increase or at the discretion of the Appointing Authority  
11 up to a ten percent (10%) increase for exceptional performance of duties.

12 (b) Effective upon approval of the Mayor, all full-time employees whose bi-weekly range  
13 is within the range of pay or above the maximum of the range of pay may have their bi-weekly  
14 rate increased by three percent (3%) effective with the start of the first pay period which includes  
15 the effective date of this ordinance. All full-time employees employed on May 31, 2026, shall  
16 receive a one-time, lump-sum payment of \$1,000.00 paid on June 5, 2026 or as soon as possible  
17 upon passage of this bill.

18 (c) All full-time employees who meet the eligibility requirements pursuant to FMLA will  
19 be entitled to six (6) weeks of paid leave.

20 (d) The compensation of the Appointing Authority may be annually increased by an  
21 amount equal to the annual salary adjustment for employees of the City of St. Louis as approved  
22 by the Board of Alderman as provided in Section 82.520 of the Missouri Revised Statutes.

23 **SECTION SEVEN. Income Sources**

1 Any salary paid to an employee in the Treasurer's Office shall represent the total  
2 remuneration for the employee, excepting reimbursements for official travel and other payments  
3 and specifically authorized by ordinance. No employee shall receive remuneration from the  
4 Treasurer's Office in addition to the salary authorized in this ordinance for services rendered by  
5 the employee in the discharge of the employee's ordinary duties, of additional duties which may  
6 be imposed upon the employee, or of duties which the employee may undertake or volunteer to  
7 perform.

8 Whenever an employee not on approved, paid leave, works for a period less than the  
9 regularly established number of hours a day, days a week or days bi-weekly, the amount paid  
10 shall be proportionate to the hours in the employee's position. The payment of a separate salary  
11 for actual hours worked from two or more departments, divisions or other units of the City for  
12 duties performed for each of such agencies is permissible if the total salary received from these  
13 agencies is not in excess of the maximum rate of pay for the class.

14 **SECTION EIGHT.** Conversion

15 (a) All pay schedules established in **Ordinance Number 71965** shall continue in effect  
16 until the beginning of the bi-weekly pay period effective upon passage of this ordinance.

17 (b) The Appointing Authority shall establish such procedures as needed to place this  
18 ordinance into effect and interpret its provision.

19 **SECTION NINE.**

20 Whenever the Appointing Authority finds it necessary to add a new class or reallocate the  
21 grade of a class of position in the classification plan, the Appointing Authority shall allocate or  
22 reallocate the class to an appropriate grade in this ordinance and notify the Board of Aldermen of  
23 this action.

1    **SECTION TEN.**

2            The passage of this ordinance being deemed necessary for the immediate preservation of  
3 the public peace, health, and safety, it is hereby declared to be an emergency measure and the  
4 same shall take effect and be in force immediately upon its approval by the Mayor.

## FISCAL NOTE BOARD BILL NUMBER 26

Preparer's Name Cheryl Campbell

Phone Number or Email Address (will be available publicly) campbellch@stlouis-mo.gov

Bill Sponsor Alderman Rasheen Aldridge

<b>Bill Synopsis:</b>	<i>The Board Bill repeals Ordinance Number 71965 relating to position classifications and salaries of employees in the Treasurer's Office and enacts new provisions relating to the same subject matter, including updated position classifications and pay schedules; merit-based salary adjustments of up to 2%; discretionary exceptional performance increases of up to 10%; a 3% salary increase for eligible full-time employees; a one-time \$1,000 lump-sum payment for eligible full-time employees; six weeks of paid leave for eligible employees meeting FMLA requirements; and compensation adjustments tied to annual City employee salary increases for the Appointing Authority.</i>
<b>Type of Impact:</b>	<i>Indeterminate (Compensation and Employee Benefit Provisions)</i>
<b>Agencies Affected:</b>	<i>Treasurer's Office</i>

### SECTION A

#### Does this bill authorize:

- An expansion of services which entails additional costs beyond that approved in the current adopted city budget? \_\_\_ Yes \_\_\_ X No
- An undertaking of a new service for which no funding is provided in the current adopted city budget? \_\_\_ Yes \_\_\_ X No
- A commitment of city funding in the future under certain specified conditions? \_\_\_ X \_\_\_ Yes \_\_\_ No
- An issuance of bonds, notes and lease-purchase agreements which may require additional funding beyond that approved in the current adopted city budget? \_\_\_ Yes \_\_\_ X No

- An execution or initiation of an activity as a result of federal or state mandates or requirements?  Yes  No
- A capital improvement project that increases operating costs over the current adopted city budget?  Yes  No
- A capital improvement project that requires funding not approved in the current adopted city budget or that will require funding in future years?  Yes  No

**If the answer is yes to any of the above questions, then a fiscal note must be attached to the board bill. Complete Section B of the form below.**

**SECTION B**

- Does the bill require the construction of any new physical facilities?  Yes  No
  - If yes, describe the facilities and provide the estimated cost:  


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- Is the bill estimated to have a direct fiscal impact on any city department or office?  Yes  No
  - If yes, explain the impact and the estimated cost:

*The bill is expected to increase personnel-related costs within the Treasurer’s Office through compensation and employee benefit provisions expressly included in the Board Bill, including merit-based salary adjustments of up to 2%, discretionary exceptional performance increases of up to 10%, a 3% increase for eligible full-time employees, a one-time \$1,000 lump-sum payment for eligible full-time employees, six weeks of paid leave for eligible employees meeting FMLA requirements, and compensation adjustments tied to annual City employee salary increases for the Appointing Authority. However, sufficient supporting detail was not provided to confirm the compensation baseline used for calculation, employee eligibility assumptions, or potential implementation costs associated with these provisions; therefore, total fiscal impact cannot be determined from the Board Bill language and available supporting documentation.*

- Does the bill create a program or administrative subdivision?  Yes  No
  - If yes, then is there a similar existing program or administrative subdivision?  Yes  No
  - If yes, explain the how the proposed programs or administrative subdivisions may overlap:  


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- Describe the annual operating, equipment, and maintenance costs that would result from the proposed bill, as well as any funding sources:

*The bill results in increased annual operating costs associated with compensation and employee benefit provisions within the Treasurer’s Office, including merit-based salary adjustments of up to 2%, discretionary exceptional performance increases of up to 10%, a 3% increase for eligible full-time employees, a one-time \$1,000 lump-sum payment for eligible full-time employees, paid leave benefits for eligible employees, and compensation adjustments tied to annual City employee salary increases for the Appointing Authority. No equipment or maintenance costs are identified in the Board Bill language. Sufficient supporting documentation was not provided to reliably quantify the fiscal impact of these provisions; therefore, total fiscal impact cannot be determined. Funding would be dependent on departmental appropriations.*

Complete the chart below to list the total estimated expenditures required of the City resulting from the proposed board bill and any estimated savings or additional revenue.

<b>Financial Estimate of Impact on General Fund</b>			
<b>Fiscal Impact</b>	<b><u>Year 1 (current)</u></b>	<b><u>Year 2</u></b>	<b><u>Year 3</u></b>
<b>Additional Expenditures</b>	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>
<b>Additional Revenue</b>	\$0	\$0	\$0
<b>Net</b>	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>
<b>Financial Estimate of Impact on Special Funds</b>			
<b>Fiscal Impact</b>	<b><u>Year 1 (current)</u></b>	<b><u>Year 2</u></b>	<b><u>Year 3</u></b>
<b>Additional Expenditures</b>	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>
<b>Additional Revenue</b>	\$0	\$0	\$0
<b>Net</b>	<i>Indeterminate</i>	<i>Indeterminate</i>	<i>Indeterminate</i>

- Describe any assumptions used in preparing this fiscal note:

*This fiscal note is based on review of the Board Bill language and supporting documentation provided. While supporting materials were submitted, sufficient detail was not available to confirm the compensation baseline used for calculation, employee eligibility assumptions related to the proposed compensation provisions, or quantify potential implementation costs associated with the paid leave provision; therefore, fiscal impact is presented as indeterminate.*

- List any sources of information (including any City officials, agencies, or departments) used in preparing this fiscal note:

*Board Bill language; Treasurer's Office supporting employee spreadsheet; Treasurer's Office summary documentation.*

- Have the financial estimates of this bill been verified by the City Budget Division?  
\_\_\_\_\_ Yes   X   No
- If yes, by whom? \_\_\_\_\_ .