



**CITY OF BALLWIN**

14811 Manchester Road, Ballwin, MO 63011

BILL NO. 3821

ORDINANCE NO. \_\_\_\_\_

INTRODUCED BY

ALDERMEN TERBROCK, FINLEY, HARDER, DOGAN, FLEMING, LEAHY, KERLAGON, BOLAND

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

WHEREAS, the Board of Aldermen has determined that it is appropriate to amend certain guidelines establishing 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 (c) of the Code or Ordinances of the City of Ballwin shall be amended as follows:

**Sec. 2-34. - Personnel salary ranges.**

(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: ((highest – lowest) x .70) + lowest. Adjustments to the range may be made in the event that the highest salary for any position is 10% 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.

Section 2. All ordinances or parts of ordinances in conflict herewith are to the extent of such conflict repealed.

Section 3. This ordinance shall take full force and effect from and after the date of its passage by the Board of Aldermen and approval of the Mayor.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

\_\_\_\_\_  
*TIM POGUE, MAYOR*

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

\_\_\_\_\_  
*TIM POGUE, MAYOR*

ATTEST: \_\_\_\_\_  
*ROBERT KUNTZ, CITY ADMINISTRATOR*