

Summary**Board Bill Number 100****Introduced by Alderman Matt Devoti****October 16, 2026**

An ordinance establishing the parameters of permissible political activity undertaken by City of St. Louis employees within the classified civil service and delegating administrative rulemaking authority to the Chief Human Resources Officer, and containing a severability clause and an effective date clause.

**BOARD BILL NUMBER 100 INTRODUCED BY ALDERMAN MATT DEVOTI
COSPONSORS: MAYOR CARA SPENCER/ PRESIDENT MEGAN GREEN/
ALDERWOMAN DANIELA VELAZQUEZ/ALDERMAN BRET NARAYAN**

An ordinance establishing the parameters of permissible political activity undertaken by City of St. Louis employees within the classified civil service, delegating administrative rulemaking authority to the Chief Human Resources Officer, and containing a severability clause and an effective date clause.

WHEREAS, the City of St. Louis is a large public-sector employer, typically employing more than 4,000 people; and

WHEREAS, the City employs those workers across various departments, agencies, and public services; and

WHEREAS, it is essential that employees in the City service understand the parameters of permissible political activity provided to them, including their rights and limitations of such participation.

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

SECTION ONE. Effective Date.

This Ordinance shall become effective only if the qualified voters of the City of St. Louis enact amendments to Article XVIII of the Charter of the City of St. Louis at the April 6, 2027 election.

SECTION TWO. Purpose.

The purpose of this Ordinance is to establish the public policy of the City of St. Louis regarding political activity by Employees within the Classified Service and to delegate responsibility for the administration of such policies to the Chief Human Resources Officer through administrative rule.

SECTION THREE. Public Policy.

1 It is the policy of the City that:

2 A. Employment within the Classified Service shall be administered free from political
3 coercion, retaliation, favoritism, and improper partisan influence.

4 B. Personnel decisions shall be based upon merit, qualifications, and the efficient
5 administration of municipal government.

6 C. Employees retain the right to participate in lawful political activity except where
7 permissibly restricted under law.

8 **SECTION FOUR. Rulemaking Authority.**

9 The Chief Human Resources Officer shall promulgate, administer, interpret, amend, and
10 periodically review administrative rules governing political activity by Employees within the
11 Classified Service. Such rules shall be consistent with:

12 A. the Charter of the City of St. Louis;

13 B. this ordinance;

14 C. applicable federal law;

15 D. the laws of the State of Missouri; and

16 E. protections afforded to public employees by the federal and Missouri Constitutions.

17 **SECTION FIVE. Required Subjects.**

18 The administrative rules shall address, at a minimum:

19 A. political activity while on duty;

20 B. use of official authority or influence for political purposes;

21 C. political coercion, intimidation, retaliation, or discrimination;

22 D. political solicitation in the workplace;

- E. use of City funds, facilities, equipment, electronic communications systems, uniforms, official titles, and other public resources for political purposes;
- F. preservation of Employees' constitutional rights while acting in their private capacities;
- G. procedures governing complaints and investigations;
- H. advisory opinions concerning prospective Employee conduct;
- I. disciplinary action for violations of administrative rules; and
- J. periodic review and revision of political activity rules.

SECTION SIX. Employee Rights Preserved.

Unless otherwise prohibited by law, nothing contained in this ordinance or the rules adopted pursuant to it shall prohibit an Employee, while acting solely in the Employee's individual capacity and not using official authority or City resources, from:

- A. voting;
- B. expressing political opinions;
- C. making lawful political contributions;
- D. joining political organizations;
- E. attending political meetings;
- F. participating in lawful political activity while off duty;
- G. engaging in any activity protected by federal or Missouri law.

SECTION SEVEN. Periodic Review.

The Chief Human Resources Officer shall periodically review administrative rules adopted pursuant to this ordinance and revise such rules as necessary to remain consistent with:

- A. changes in federal or Missouri law;

- B. judicial decisions;
- C. developments in technology;
- D. best practices in public personnel administration.

SECTION EIGHT. Construction.

Nothing contained in this Ordinance shall be construed to:

- A. diminish rights established by the federal and Missouri Constitutions;
- B. impair rights established by collective bargaining agreements;
- C. supersede applicable federal or Missouri law;
- D. alter the appellate authority of the Civil Service Commission.

SECTION NINE. Severability.

It is hereby declared to be the intention of the Board of Aldermen that each and every part, section and subsection of this Ordinance shall be separate and severable from each and every other part, section, and subsection hereof and that the Board of Aldermen intends to adopt each said part, section, and subsection separately and independently of any other part, section, and subsection. In the event that any part, section, or subsection of this Ordinance shall be determined to be or to have been unlawful or unconstitutional, the remaining parts, sections, and subsections shall be and remain in full force and effect, unless the court making such finding shall determine that the valid portions standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.