

Summary**Board Bill Number 101****Introduced by Alderman Matt Devoti****October 16, 2026**

An ordinance defining certain terms used in Title 4 of the Revised Code of the City of St. Louis and containing a severability clause and an effective date clause.

**BOARD BILL NUMBER 101 INTRODUCED BY ALDERMAN MATT DEVOTI
COSPONSORS: MAYOR CARA SPENCER/PRESIDENT MEGAN GREEN/
ALDERWOMAN DANIELA VELAZQUEZ/ALDERMAN BRET NARAYAN**

An ordinance defining certain terms used in Title 4 of the Revised Code of the City of St. Louis 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, the Charter of the City of St. Louis is the City's constitution, setting forth the foundational plan for the City's government, including the management of its greatest resource, the people in its employ; and

WHEREAS, Article XVIII of the Charter establishes the fundamental rules governing civil service, but is outdated, unduly interfering with the efficient hiring, retention, and support of the City's workforce, demanding its replacement with a modern system capable of meeting the City's human resource demands today and into the indefinite future; and

WHEREAS, amending Article XVIII requires the passage of legislation clarifying the role of the Civil Service Commission, providing for a formal grievance procedure for aggrieved workers, and establishing the parameters of permissible political activity; and

WHEREAS, it is necessary to establish uniform definitions of common words and terms used in legislation touching on the City's human resources system to ensure clarity.

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.

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1 **SECTION TWO. New Chapter.**

2 Title 4 of the Revised Code of the City of St. Louis is hereby amended by the addition of a new
3 chapter, Chapter 4.01, which shall be and read as follows:

4 4.01.01 Definitions.

5 As used in this Title, the following words and terms have the following meanings:

6 A. “Administrative Regulation” means a rule, policy, or procedure issued by the CHRO
7 pursuant to authority granted by Article XVIII of the City Charter or ordinance for the
8 administration of the City’s human resources system.

9 B. “Appointing Authority” means the person or group of persons having authority under
10 ordinance or lawfully delegated authority to make appointments to any position in the
11 City service.

12 C. “City Charter” or “Charter” refers to the Charter of the City of St. Louis.

13 D. “CHRO” means the Chief Human Resources Officer.

14 E. “Classified Service” means positions subject to the Merit System established by Article
15 XVIII of the City Charter.

16 F. “Commission” means the Civil Service Commission.

17 G. “Employee” means those employees in positions subject to the Merit System established
18 by Article XVIII, Section 2, not in a probation period.

19 H. “Employee Grievance Procedure Form” refers to that form prepared by the Human
20 Resources Department and available to Employees to grieve specified problems.

21 I. “Grievable Matter” means those matters handled by the Grievance process as provided by
22 ordinance.

1 J. “Grievance” means the structured, formal process to address an alleged violation of an
2 employment right about which an Employee is aggrieved which process begins with the
3 filing of the Employee Grievance Procedure Form.

4 K. “Merit System” means the system of human resources administration established by
5 Article XVIII of the City Charter under which employment actions in the Classified
6 Service are based on merit and fitness and administered in accordance with Article XVIII
7 and applicable ordinances and regulations.

8 L. “Unclassified Service” means positions exempt from the Merit System as provided by
9 Article XVIII of the City Charter.

10 **SECTION THREE. Severability.**

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