

Summary**Board Bill Number 97****Introduced by Alderwoman Daniela Velazquez****October 16, 2026**

An ordinance amending Title 4 of the Revised Code of the City of St. Louis by adding a new chapter governing the Classified Service to direct the Chief Human Resources Officer (CHRO) to establish administrative regulations and compensation recommendations consistent with federal merit standards, providing for veterans' and City residents' preferences, and establishing prohibitions regarding federal grant administration; and containing a severability clause and an effective date clause.

**BOARD BILL NUMBER 97 INTRODUCED BY ALDERWOMAN DANIELA
VELAZQUEZ
COSPONSORS: MAYOR CARA SPENCER/PRESIDENT MEGAN GREEN/
ALDERMAN MATT DEVOTI/ALDERMAN BRET NARAYAN**

An ordinance amending Title 4 of the Revised Code of the City of St. Louis by adding a new chapter governing the Classified Service to direct the Chief Human Resources Officer (CHRO) to establish administrative regulations and compensation recommendations consistent with federal merit standards, providing for veterans' and City residents' preferences, and establishing prohibitions regarding federal grant administration; and containing a severability clause and an effective date clause.

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 except as provided otherwise herein.

SECTION TWO. New Chapter.

Title 4 of the Revised Code of the City of St. Louis is hereby amended by the addition of a new chapter, Chapter 4.016, which shall be and read as follows:

CHAPTER 4.016 - _____

4.016.010 Classified Service.

A. Classified Service. The CHRO shall establish Administrative Regulations and make compensation recommendations consistent with the merit principles of 5 CFR § 900.603, as amended, including:

- 1 1. Recruiting, selecting, and advancing Employees on the basis of their relative
2 ability, knowledge, and skills, including open consideration of qualified
3 applicants for initial appointment.
- 4 2. Providing equitable and adequate compensation.
- 5 3. Training Employees, as needed, to assure high quality performance.
- 6 4. Retaining Employees on the basis of the adequacy of their performance,
7 correcting inadequate performance, and separating Employees whose inadequate
8 performance cannot be corrected.
- 9 5. Assuring fair treatment of applicants and Employees in all aspects of personnel
10 administration without regard to race, color, religion, sex (including pregnancy
11 and gender identity), national origin, age (as defined by the Age Discrimination in
12 Employment Act of 1967, as amended), disability, genetic information (including
13 family medical history), marital status, political affiliation, sexual orientation,
14 status as parent, labor organization affiliation or nonaffiliation in accordance with
15 Chapter 71 of Title V, or any other non-merit-based factor, or retaliation for
16 exercising rights with respect to the categories enumerated above, where
17 retaliation rights are available, and with proper regard for their privacy and
18 constitutional rights as citizens. This “fair treatment” principle includes
19 compliance with the Federal equal employment opportunity and
20 nondiscrimination laws.

6. Assuring that Employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for the purpose of interfering with or affecting the result of an election or a nomination for office.

7. Veterans' preference. For a preference to be granted to honorably discharged members of the armed services of the United States who successfully pass an examination for a civil service position;

8. City Residents' Preference. For a preference to be granted to residents of the City of St. Louis who successfully pass an examination for a civil service position.

4.016.020 Unclassified Service.

Members of the unclassified service shall not engage in the administration of federal grants.

SECTION THREE. 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.