

Summary**Board Bill Number 98****Introduced by Alderman Matt Devoti****October 16, 2026**

An ordinance outlining the responsibilities, requirements, and procedures for the Civil Service Commission and containing a severability clause and an effective date clause.

**BOARD BILL NUMBER 98 INTRODUCED BY ALDERMAN MATT DEVOTI
COSPONSORS: MAYOR CARA SPENCER/PRESIDENT MEGAN GREEN/
ALDERWOMAN DANIELA VELAZQUEZ/ALDERMAN BRET NARAYAN**

An ordinance outlining the responsibilities, requirements, and procedures for the Civil Service Commission 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 City has historically employed a Civil Service Commission to protect its merit-based hiring system and ensure fair employment for government workers; and

WHEREAS, it is essential to establish a framework to empower the Civil Service Commission to fairly apply the City's merit system, while ensuring a professional workforce free from political pressure by making rules and adjudicating appeals consistent with Article XVIII of the Charter of the City of St. Louis.

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 4.015, which shall be and read as follows:

CHAPTER 4.015 - CIVIL SERVICE COMMISSION

4.015.01 Qualifications, Appointment, and Term of Members.

- 1 A. The Commission shall consist of three members and one alternate who:
- 2 1. Have been a resident of the City of St. Louis for at least two years preceding on
- 3 the date of appointment; and
- 4 2. Do not hold any other salaried public office, hold any elected public office, or
- 5 have held any elected or paid position in any political party, within four (4) years
- 6 of the date of appointment.
- 7 B. Members shall be appointed by the Mayor, without regard to political consideration, and
- 8 subject to the advice and consent of the Board of Aldermen.
- 9 C. The Board of Aldermen shall vote to confirm or reject the appointment within fourteen
- 10 (14) calendar days of receiving notification. The appointment shall be deemed confirmed
- 11 if the Board of Aldermen fail to vote within the period.
- 12 D. All appointments of members of the Commission shall be for six (6) years.
- 13 E. The terms of members initially appointed after passage of this ordinance shall
- 14 respectively expire on June 30 of the second, fourth, and sixth years following the year in
- 15 which the general election was held that resulted in the amendment of Article XVIII of
- 16 the City Charter.
- 17 F. The term of the alternate shall expire on June 30 of the third year following the year in
- 18 which the general election was held that resulted in the amendment of Article XVIII of
- 19 the City Charter.
- 20 G. Any vacancy in the membership of the Commission occurring during a term shall be
- 21 filled by the appointment of a member to serve for the remainder of the unexpired term.
- 22 H. Members and the alternate shall be paid according to the rates set forth in the
- 23 compensation ordinance but shall receive no other benefits.

1 4.015.02 Powers.

2 With respect to the classified service, the Commission shall have the responsibility and authority
3 to:

4 A. Review, recommend, and enact rules for the administration and enforcement of the
5 provisions of the City Charter and City ordinances.

6 B. Recommend to the Mayor and Board of Aldermen ordinances to provide for:

7 1. A compensation plan providing properly related scales of pay for all grades of
8 positions, and rules for its interpretation and application;

9 2. Retirement benefits;

10 3. Regulation of hours of duty, holidays, attendance and absence; and

11 4. Such changes in any such matters from time to time as may be deemed to be
12 warranted.

13 C. Make such inquiries and investigations as the Commission deems warranted regarding
14 the administration and effect of the City Charter, ordinances, and rules accordingly
15 adopted, and to make such recommendations to the CHRO, the Mayor, and the Board of
16 Aldermen.

17 D. Consider and determine matters referred to the Commission involved in the
18 administration and enforcement of the City Charter, ordinances, and rules accordingly
19 adopted.

20 1. Matters may be referred by:

21 a. The CHRO;

22 b. On appeal by any Appointing Authority; and

23 c. On appeal by any Employee on any act of the CHRO.

2. Such appeals must be filed in writing and within ten (10) calendar days after the effective date of such action that has aggrieved the filer.
 3. The Commission may consider the appeal in accordance with its procedures and rules.
 4. The Commission will be the final authority in determining whether a particular Employee problem is appropriate for appeal.
 5. The decision of the Commission in all such matters shall be final subject to any right of action under any federal or Missouri law.
- E. Hold an examination for the position of CHRO whenever needed, and to certify three (3) eligible candidates to the Mayor.
- F. Hear appeals by Employees in the competitive service, who believe to have been dismissed, retired, demoted, suspended, or reduced in pay without just cause subject to:
1. The Employee requesting a hearing or review to determine the reasonableness of such action, which request must be made in writing within ten (10) calendar days of the effective date of such action and include Employee's contact information, including a valid mailing address and, if possible, valid email address.
 2. The Commission shall act on the Employee's request in an expeditious manner by issuing a notice of institution of case. The notice of institution of case must be issued within thirty (30) calendar days of the Commission's receipt of Employee's request.
 3. An Employee in their working test period who is removed from his position for failure to pass the working test period shall have no right of appeal from the action.

- 1 4. The Commission shall prepare a report of its findings and conclusions of law
2 approving, modifying, or disapproving the disciplinary action.
- 3 a. The Commission's report must be issued within sixty (60) calendar days
4 of the submission of evidence.
- 5 b. In case of approval, the disciplinary action shall be deemed final as
6 ordered.
- 7 c. In case of modification or disapproval, the Commission shall order the
8 reinstatement, or such other action as the Commission deems suitable and
9 order full pay for the time lost as the result of disciplinary action.
- 10 5. Any party may request an extension of time to comply with the requirements of
11 this section, though such request must be made before the period's expiration. The
12 Commission Chair or hearing officer shall consider such requests and may extend
13 any time period upon the showing of good cause. Absent good cause, no timeline
14 may be extended under any circumstances more than sixty (60) calendar days
15 beyond the initial period set forth in this section.
- 16 6. The underlying action shall be reversed and the remedy sought by the Employee
17 shall be granted should the Commission fail to act within the time periods or
18 extensions set forth in this section.
- 19 7. Notwithstanding any other provision, an appeal may be stayed for good cause.
- 20 8. Paragraphs F(2), F(4)(a), F(5), and Paragraph F(6) of this section shall not take
21 effect until 180 calendar days after the effective date of this ordinance. All other
22 provisions of this section shall apply to all appeals brought after the effective date
23 of this ordinance. All other actions shall be governed by those ordinances and

1 Administrative Regulations in place at the time of the action from which the
2 Employee seeks relief.

3 G. Order the reinstatement without loss of pay of any Employee who has been discharged,
4 demoted, or reduced in rank or compensation for classes due to a violation of federal or
5 Missouri law. If the Commission imposes an alternative form of discipline than imposed
6 by the Appointing Authority then the rationale shall be written in the final determination.

7 H. Hear appeals by the CHRO following removal by the Mayor for cause.

8 1. The CHRO may be removed for cause, including neglect of duty, misconduct, or
9 the inability to perform the duties of the office.

10 2. Before removing the CHRO, the Mayor must notify the Commission of their
11 intent to remove the CHRO and seek the Commission's recommendation. Such
12 notice shall be accompanied by a written statement identifying the grounds for
13 removal.

14 3. The Commission must hold an evidentiary hearing open to the public within ten
15 (10) calendar days of the Mayor's notice.

16 4. The CHRO may be represented by counsel and shall be entitled to present
17 evidence in their defense.

18 5. At the conclusion of the hearing, the Commission shall provide to the Mayor all
19 evidence presented to the Commission. The Commission shall recommend to the
20 Mayor whether the CHRO shall be removed from office. The Mayor shall
21 consider the evidence and may either accept or reject the recommendation. If the
22 Mayor accepts the recommendation, the Mayor's decision is final.

6. Should the Mayor reject the Commission's recommendation, the matter shall immediately be referred to the Board of Aldermen. The Commission shall provide to the Board all evidence presented to the Commission and any written award, decision, report, or other finding stating its recommendation. Thereafter, the Board shall consider the evidence and conduct a hearing in closed session to consider the Commission's recommendation after which the Board shall either accept or reject the recommendation by a simple majority. The Board shall conduct its hearing and vote to confirm or reject the Commission's recommendation within fourteen (14) calendar days of receiving the referral. The Board's decision shall be final subject to any right of action under any federal or Missouri law.

4.015.03 Limitations.

A. Except as provided in this section, the Commission shall have no administrative powers or duties to direct or control any Employee of the Human Resources Department or any other Employee of the City.

B. The Commission may only act by majority vote.

4.015.04 Removal.

A. The Mayor may remove a member of the Commission, including the alternate, for cause, including neglect of duty, misconduct, or the inability to perform the duties of the office.

B. Before removing the member, the Mayor must notify the Commission of their intent.

Such notice shall be accompanied by a written statement identifying the grounds for removal.

1 C. The Commission must hold an evidentiary hearing open to the public within ten (10)
2 calendar days of the Mayor's notice.

3 D. The member may be represented by counsel and shall be entitled to present evidence in
4 their defense.

5 E. At the conclusion of the hearing, the Commission shall decide whether the member shall
6 be removed from office. The Commission's decision is final subject to any right of
7 action under any federal or Missouri law.

8 F. The alternate shall serve as a voting member of the Commission in any hearing involving
9 a member, not the alternate.

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.

FISCAL NOTE
BOARD BILL NUMBER 98

Preparer's Name Cheryl Campbell

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Bill Sponsor Alderman Matt Devoti

Bill Synopsis:	<i>An ordinance adding Chapter 4.015 to Title 4 of the Revised Code to outline the responsibilities, requirements, and procedures for the Civil Service Commission; establishing qualifications, appointment procedures, terms, compensation without other benefits, and removal procedures for three members and one alternate; prescribing Commission powers concerning civil service rules, compensation and benefits recommendations, investigations, and examination and certification of candidates for Chief Human Resources Officer; establishing employee appeal procedures, deadlines, and remedies, including reinstatement and full pay for time lost, and requiring reversal of the underlying action and granting of the employee's requested remedy if the Commission fails to act within prescribed periods, subject to extension and stay provisions; establishing procedures for Commission review and, under specified circumstances, Board of Aldermen review of removal of the Chief Human Resources Officer; and containing a severability clause and an effective date clause contingent upon voter approval of amendments to Article XVIII of the City Charter at the April 6, 2027 election, with specified appeal provisions taking effect 180 calendar days after the ordinance's effective date.</i>
Type of Impact:	<i>Indeterminate (Commission Compensation; Conditional Employee Pay Obligations).</i>
Agencies Affected:	<i>Civil Service Commission; Human Resources Department; Mayor's Office; Board of Aldermen; City departments and offices whose employees or appointing authorities are subject to Commission proceedings.</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 ☒ No
- An undertaking of a new service for which no funding is provided in the current adopted city budget? ☐ Yes ☒ No
- A commitment of city funding in the future under certain specified conditions? ☒ 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 ☒ 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:

- 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 requires compensation for three Commission members and one alternate at rates established by the compensation ordinance, with no other benefits. It also requires full pay for time lost when disciplinary action is modified or disapproved; reinstatement without loss of pay in specified cases involving violations of federal or Missouri law; and reversal of disciplinary action and granting of the employee's requested remedy when the Commission fails to act within

prescribed deadlines or extensions, subject to the bill's provision permitting stays for good cause. Additional expenditures will depend on applicable compensation rates and individual appeal outcomes and accordingly are indeterminate.

- Does the bill create a program or administrative subdivision? ____ Yes X 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:

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

Annual operating costs attributable to the bill will depend on Commission compensation, administration of the prescribed proceedings, and employee pay obligations arising from appeal outcomes. Additional operating costs accordingly are indeterminate. The bill does not require specific equipment purchases or maintenance expenditures and does not establish a dedicated funding source or appropriation.

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.

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

- Describe any assumptions used in preparing this fiscal note:

The estimates reflect implementation contingent upon voter approval of the Article XVIII amendments at the April 6, 2027 election, including the 180-calendar-day delay applicable to specified employee appeal provisions. Estimates reflect additional expenditures attributable to the bill rather than the total cost of the existing Commission or employee appeal process. Compensation is governed by the compensation ordinance; employee pay obligations depend on individual appeal outcomes. For estimating purposes, employee pay obligations are assigned to the funds supporting the affected positions. The allocation of additional expenditures between the General Fund and Special Funds accordingly is indeterminate.

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

Board Bill language – Civil Service Commission – Alderman Matt Devoti, including the Summary.

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