



**CITY OF ST. LOUIS
LAW DEPARTMENT**

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**CARA SPENCER
MAYOR**

August 12, 2026

Board of Estimate and Apportionment
c/o Chrystal Hurst
1200 Market Street, Room 414
St. Louis, Missouri 63103

RE: City of St. Louis City Counselor's Office, Department 139

Dear Honorable Members, Board of Estimate and Apportionment:

The Law Department for the City of St. Louis requests that the Board of Estimate and Apportionment approve the following changes to the Department's Table of Organization:

Add:	Title	Grade	Fund	Number of Positions
	Attorney I Trainee	215 GT		1

The "Attorney I Trainee" position was initiated more than 10 years ago to enable the Law Department to compete with other employers to recruit minority law students. At the time, the Department of Personnel would only accept applications from those who were already licensed to practice law in Missouri. Therefore, the Law Department could not offer positions to soon-to-graduate law students. Our experience was that by the time the summer Bar exam results were announced (in September or October), the best qualified candidates had already been hired by other employers.

The idea behind the "Attorney I Trainee" position was that the Trainee would initially perform work that does not require a license to practice law (i.e., research, drafting, etc.) and eventually assume the position of Attorney I upon becoming licensed in Missouri. Our former practice was that the Attorney I Trainee would occupy a vacant Table of Organization spot for an Attorney I without the need to obtain a T.O. change each time a Trainee was hired and then again when the title changed to Attorney I. This concept is described in the job description:

Attorney I (Trainees) shall receive the bi-weekly Trainee rate of \$1,655.00 upon appointment and serve in a working test (probationary) period. Attorney I (Trainees) will

be required to be licensed as an attorney by the State of Missouri by the completion of their working test period. Upon successful completion of their working test period and being granted permanent status, an Attorney I (Trainee) shall receive a title change to Attorney I
... ..

The Attorney I Trainee position was not utilized during the last several years, and the Department of Personnel now requires that the Board of Estimate and Apportionment add an Attorney I Trainee position to the Law Department's T.O., then request another T.O. change (if needed) when the Trainee becomes licensed in Missouri.

I apologize for the long-winded explanation, but the bottom line is that, in practice, there will be no additional funds required to create this position because Attorney I Trainee hires will be made to ultimately fill vacant, existing Attorney I positions. The Law Department currently has five Attorney I vacancies that have been difficult to fill. My hope is that the Attorney I Trainee approach will help us attract quality candidates from law schools and will also help us attract attorneys who are licensed in other states.

I appreciate your consideration.

Regards,



Michael Garvin
City Counselor