

1st Reading:
2nd Reading:

SPONSOR: MAURATH

ORDINANCE NO. ____

BILL NO. 21-80

**AN ORDINANCE AMENDING SECTION 7.1.3, PAY FOR
NEW EMPLOYEES, OF THE CITY OF FENTON
PERSONNEL MANUAL.**

WHEREAS, the Board of Aldermen approved the current City of Fenton Personnel Manual (herein “Personnel Manual”) on February 25, 2021 via Ordinance 4098; and

WHEREAS, Section 7.1.3 of the Personnel Manual provides the City’s policy regarding pay for new employees; and

WHEREAS, Section 7.1.3 of the Personnel Manual requires that the Board of Aldermen must approve paying any new hires above the minimum pay within the applicable pay scale; and

WHEREAS, during the Board of Aldermen Committee Meeting on September 2, 2021, the Board of Aldermen discussed, and the Personnel Committee approved, a motion to forward an amendment to Section 7.1.3 of the Personnel Manual to allow the hiring of a candidate for a Maintenance Worker I position at one dollar (\$1.00) above base pay if the candidate already possesses a Commercial Driver’s License (CDL), without Board approval; and

WHEREAS, the Board of Aldermen desires to and finds it in the best interest of the City to amend Section 7.1.3 of the Personnel Manual to reflect the same.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF FENTON, MISSOURI, AS FOLLOWS:

Section 1. Section 7.1.3, Pay for New Employees, of the City of Fenton Personal Manual is hereby amended by deleting Section 7.1.3 it its entirety and inserting a new Section 7.1.3 as follows:

7.1.3 Pay for New Employees

A new Employee shall be hired within the Pay Scale for the job position. Generally, he/she shall be hired at the minimum pay within that range, unless he/she possesses the experience and qualifications that warrant advanced pay within the Pay Scale.

Except as provided herein, the Board must approve paying any new hire above the minimum pay within the Pay Scale. New Employees will be reviewed at the end of their Probationary

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Periods for performance evaluation; however, merit increase review will be performed at the annual scheduled review.

Public Works Director, with the approval of the Mayor, Chairperson of the Personnel Committee, and the City Administrator may offer hiring a candidate to Maintenance Worker I position at one dollar (\$1.00) above the minimum pay within the Pay Scale if the candidate already possesses a Commercial Driver's License (CDL). (In the absence of one of the three named positions, the Board must approve.)

Section 2. This ordinance shall be in full force and effect after the date of its passage and approval.

PASSED this 23rd day of September, 2021.

BOB BRASSES, MAYOR

APPROVED this 23rd day of September, 2021.

BOB BRASSES, MAYOR

ATTEST:

Jane Hungler, City Clerk

Motion to approve. Roll Call vote:

Ayes:

Nays:

Absent:

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