BILL NO. 2025-25 ORDINANCE NO. ____

INTRODUCED BY _____

AN ORDINANCE PROVIDING FOR THE BUDGET FOR THE CITY OF HERMANN, MISSOURI, FOR FISCAL YEAR 2025-2026; AND ESTABLISHING A SALARY SCHEDULE FOR OFFICERS AND EMPLOYEES OF THE CITY OF HERMANN, MISSOURI, FOR FISCAL YEAR 2025-2026.

WHEREAS, the Board of Aldermen of the City of Hermann, Missouri, is charged with the responsibility of adopting a formal budget showing projected receipts and expenditures for said City during fiscal year 2025-2026; and

WHEREAS, the Board of Aldermen of the City of Hermann, Missouri, has the power to fix the compensation of all the officers and employees of the City by ordinance;

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

SECTION ONE.

There is hereby established and adopted a budget for the City of Hermann, Missouri, for the fiscal year 2025-2026, commencing on July 1, 2025, and continuing until June 30, 2026, as the same is set forth in detail in the budget documents which are collectively marked "Exhibit A," attached hereto and made a part hereof by reference.

SECTION TWO.

1. There is hereby established a schedule of salaries and compensation for the officers and employees of the City of Hermann, Missouri, as the same are listed by job description or classification on a separate "Exhibit B," which is attached hereto and made a part hereof just as fully as if set out herein. Whenever on said schedule a range, consisting of a minimum and maximum figure, for compensation of a class of employees is established, the exact compensation of each employee within the class shall be as set by the City Administrator, or during vacancies in such office, by the Mayor, who shall report to the Board of Aldermen the exact compensation of such employees from time to time, always maintaining

a written record for the Board of current compensation level for such employees. The City Administrator, or Mayor, as stated above, shall determine such compensation levels from within the range provided by reference to employee criteria, such as: experience; education and training of the employee; on-job performance; length of service; relative responsibility; degree of difficulty of work; and recommendations of superiors or department heads. The compensation of each employee shall include any special seasonal pay as authorized by the Board of Aldermen upon recommendation by the City Administrator or Mayor, as the case may be, up to the maximum amount stated in said Exhibit B.

2. The salary or compensation of each officer or employee of the City of Hermann, Missouri, shall be as set forth in Exhibit B, commencing on the effective date hereof, and shall continue at such level, for each respective officer or employee, until June 30, 2026, or until such salary or compensation or range of compensation is changed by ordinance on a subsequent date; subject to the authority, hereby created, of the City Administrator, or Mayor, as stated above, to make periodic adjustments in the compensation of employees not elected or appointed to a specific term, for whom a range of compensation is established in the schedule, taking into account the factors listed in paragraph 1 of Section Two of this ordinance as well as the effects of inflation, cost of living, and other general economic indicators.

3. Nothing contained in this ordinance shall be construed or be effective to change compensation for any officer elected or appointed to a definite term. During the current term to which such officer has most recently been elected or appointed, any change in the compensation of an officer or employee so appointed to definite term shall be effective only after the termination of such definite term.

SECTION THREE.

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

SECTION FOUR.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

First Reading: ___June 6, 2025_____

Second Reading: _____

VOTE:

NAME	FIRST READING			SECOND READING		
	Aye	Nay	Abstain	Aye	Nay	Abstain
Alderman Ash Geers						
Alderman Chad Walton						
Alderman Jim Schirmer						
Alderman Dolores Grannemann						

Passed and approved this ___ day of _June___, 2025.

_____

Bruce Cox, Mayor

Attest:

_____

Corey Orr, City Clerk