

**AN ORDINANCE OF THE CITY OF FRONTENAC,
MISSOURI, ESTABLISHING A RETENTION INCENTIVE
AWARD**

WHEREAS, the members of the Board of Alderpersons appreciate the dedication, professionalism, and leadership which the City Administrator has displayed since he undertook responsibility for the City's multi-faceted service to our residents on July 10, 2023; and

WHEREAS, the members of the Board of Alderpersons recognize that an individual with the depth of experience, prudent judgment, steady composure and keen insight which the City Administrator has manifested during his tenure with our community can attract many competing employment opportunities; and

WHEREAS, the members of the Board of Aldermen wish to publicly express their confidence in the City Administrator and their desire and intent to retain and rely upon him as a critical member of the City's leadership team going forward, and to incentivize the City Administrator to continue to use his professional talents for the benefit of Frontenac's residents;

**NOW, THEREFORE BE IT ORDAINED BY THE BOARD OF
ALDERPERSONS OF THE CITY OF FRONTENAC, ST. LOUIS
COUNTY, MISSOURI AS FOLLOWS:**

Section One.

The City of Frontenac hereby establishes a one-time retention incentive award with respect to the office of City Administrator. The retention incentive shall consist of a one-time payment of Five Thousand Dollars, in addition to all other compensation payable for the performance of the duties of that office, payable on July 10, 2024, the City Administrator's anniversary of employment with the City, on condition that the City Administrator continues to be employed as such as of that date.

Section Two:

This Ordinance and the above pay structure and adjustments shall be in full force and effect on and after April 1, 2024.

PASSED BY THE BOARD OF ALDERPERSONS OF THE CITY OF FRONTENAC, MISSOURI, THIS 19TH DAY OF MARCH 2024.

Presiding Officer

Attest:



Leesa Ross, City Clerk

APPROVED THIS 19TH DAY OF MARCH 2024.

Kate Hatfield, Mayor

Attest:



Leesa Ross, City Clerk