

FIRST REGULAR SESSION

HOUSE BILL NO. 260

91ST GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVES KENNEDY, HAYWOOD,
DOUGHERTY AND BARRY (Co-sponsors).

Read 1st time January 4, 2001, and 1000 copies ordered printed.

TED WEDEL, Chief Clerk

0412L.011

AN ACT

To repeal section 84.160, RSMo 2000, relating to compensation and employment benefits of police officers in certain cities, and to enact in lieu thereof one new section relating to the same subject.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Section 84.160, RSMo 2000, is repealed and one new section enacted in lieu thereof, to be known as section 84.160, to read as follows:

84.160. 1. Based upon rank and length of service, the board of police commissioners may authorize maximum amounts of compensation for members of the police force in accordance with the following tables. The amounts of compensation set out in the following tables shall be the maximum amount of compensation payable to commissioned employees in each of the categories, except as expressly provided in this section.

2. From July 1, 2000, to June 30, 2001:

SALARY MATRIX - POLICE OFFICER THROUGH CHIEF OF POLICE -
FISCAL YEAR

							Asst.	
	P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt. Col.	Chief	Chief
	Yrs. Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
0	30564							
1	31730							
2	32809							
3	34812							
4	35803							
5	37090	45238						

18	6	38377	45380						
19	7	40847	48252	53180					
20	8	42620	50320	55442					
21	9	43608	51455	56677	61851				
22	10	43768	51615	56837	62011				
23	11	44272	51773	56995	62171	68115			
24	12	44439	51932	57156	62329	68274	70122	73845	87813
25	13	44597	52093	57314	62490	68432	72547	76269	88131
26	14	44756	52252	57474	62647	68591	72704	76427	88449
27	15	44916	52411	57632	62807	68751	72865	76588	88767
28	16	45074	52569	57791	62965	68910	73023	76746	89085
29	17	45235	52730	57952	63126	69070	73183	76906	89404
30	18	45394	52889	58110	63352	69228	73341	77065	89721
31	19	45552	53048	58271	63444	69388	73500	77223	90042
32	20	45711	53207	58428	63603	69547	73661	77384	90359
33	21	45870	53364	58588	63761	69707	73819	77541	90677
34	22	46030	53526	58748	63922	69865	73980	77702	90995
35	23	46190	53684	58907	64080	70023	74137	77861	91314
36	24	46348	53844	59067	64240	70183	74298	78020	91631
37	25	46508	54003	59224	64400	70343	74457	78180	91951
38	26	46666	54161	59384	64559	70503	74615	78338	92270
39	27	46828	54322	59543	64718	70661	74776	78498	92589
40	28	46985	54481	59703	64876	70819	74933	78657	92906
41	29	47144	54640	59861	65036	70980	75095	78816	93223
42	30	47304	54798	60021	65193	71139	75252	78977	93542

43 3. From July 1, 2001, until June 30, 2002:

44 SALARY MATRIX - POLICE OFFICER THROUGH CHIEF OF POLICE -

45 FISCAL YEAR

46							Asst.		
47		P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt. Col.	Chief	Chief
48	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
49	0	31481							
50	1	32682							
51	2	33793							
52	3	35856							
53	4	36877							

54	5	38203	46595						
55	6	39529	46741						
56	7	42073	49700	54776					
57	8	43898	51829	57105					
58	9	45788	54028	59511	64943				
59	10	45957	54195	59678	65111				
60	11	46485	54363	59844	65279	71520			
61	12	46661	54529	60013	65446	71688	73629	77538	92204
62	13	46827	54697	60180	65614	71853	76173	80082	92537
63	14	46993	54865	60347	65780	72021	76339	80249	92871
64	15	47162	55031	60514	65947	72188	76508	80418	93205
65	16	47328	55198	60680	66114	72356	76674	80583	93540
66	17	47497	55366	60849	66282	72524	76843	80752	93874
67	18	47663	55533	61016	66519	72689	77008	80918	94207
68	19	47829	55700	61184	66616	72857	77175	81084	94543
69	20	47997	55867	61350	66783	73025	77343	81254	94878
70	21	48164	56033	61517	66950	73192	77510	81419	95211
71	22	48331	56202	61685	67117	73358	77679	81587	95545
72	23	48499	56369	61852	67285	73525	77844	81754	95880
73	24	48665	56535	62020	67452	73692	78014	81921	96212
74	25	48833	56703	62186	67620	73861	78179	82090	96548
75	26	49000	56869	62353	67787	74028	78346	82255	96883
76	27	49169	57038	62521	67953	74194	78515	82423	97218
77	28	49335	57205	62688	68121	74360	78680	82588	97552
78	29	49501	57371	62853	68288	74529	78849	82757	97884
79	30	49668	57539	63022	68453	74696	79014	82926	98220

80 4. Each of the above-mentioned salaries shall be payable in biweekly installments. Each
81 officer of police and patrolman whose regular assignment requires nonuniformed attire may
82 receive, in addition to his or her salary, an allowance not to exceed three hundred sixty dollars
83 per annum payable biweekly. No additional compensation or compensatory time off for
84 overtime, court time, or standby court time shall be paid or allowed to any officer of the rank of
85 sergeant or above. Notwithstanding any other provision of law to the contrary, nothing in this
86 section shall prohibit the payment of additional compensation pursuant to this subsection to
87 officers of the ranks of sergeants and above, provided that funding for such compensation shall
88 not:

89 (1) Be paid from the general funds of either the city or the board of police commissioners

90 of the city; or

91 (2) Be violative of any federal law or other state law.

92 5. It is the duty of the municipal assembly or common council of the cities to make the
93 necessary appropriation for the expenses of the maintenance of the police force in the manner
94 herein and hereafter provided; provided, that in no event shall such municipal assembly or
95 common council be required to appropriate for such purposes (including, but not limited to, costs
96 of funding pensions or retirement plans) for any fiscal year a sum in excess of any limitation
97 imposed by article X, section 21, Missouri Constitution; and provided further, that such
98 municipal assembly or common council may appropriate a sum in excess of such limitation for
99 any fiscal year by an appropriations ordinance enacted in conformity with the provisions of the
100 charter of such cities.

101 6. The board of police commissioners shall pay additional compensation for all hours
102 of service rendered by probationary patrolmen and patrolmen in excess of the established regular
103 working period, and the rate of compensation shall be one and one-half times the regular hourly
104 rate of pay to which each member shall normally be entitled; except that, the court time and court
105 standby time shall be paid at the regular hourly rate of pay to which each member shall normally
106 be entitled. No credit shall be given or deductions made from payments for overtime for the
107 purpose of retirement benefits.

108 7. Probationary patrolmen and patrolmen shall receive additional compensation for
109 authorized overtime, court time and court standby time whenever the total accumulated time
110 exceeds forty hours. The accumulated forty hours shall be taken as compensatory time off at the
111 officer's discretion with the approval of his supervisor.

112 8. The allowance of compensation or compensatory time off for court standby time shall
113 be computed at the rate of one-third of one hour for each hour spent on court standby time.

114 9. The board of police commissioners may effect programs to provide additional
115 compensation to its employees for successful completion of academic work at an accredited
116 college or university, in amounts not to exceed ten percent of their yearly salaries or for extra
117 training and lead officer responsibilities in amounts not to exceed three percent of their yearly
118 salaries for field training officer responsibilities and an additional three percent of their yearly
119 salaries for lead officer responsibilities. The board may designate up to one hundred fifty
120 employees as field training officers and up to fifty employees as lead officers.

121 10. The board of police commissioners:

122 (1) Shall provide or contract for life insurance coverage and for insurance benefits
123 providing health, medical and disability coverage for officers and employees of the department;

124 (2) Shall provide or contract for insurance coverage providing salary continuation
125 coverage for officers and employees of the police department;

126 (3) Shall provide health, medical, and life insurance coverage for retired officers and
127 employees of the police department **and for the dependents of deceased retirees, officers and**
128 **employees of the police department who receive pension benefits pursuant to the laws of**
129 **this state;**

130 (4) May pay an additional shift differential compensation to members of the police force
131 for evening and night tour of duty in an amount not to exceed ten percent of the officer's base
132 hourly rate.

133 11. The board of police commissioners shall pay additional compensation to members
134 of the police force up to and including the rank of police officer for any full hour worked
135 between the hours of 11:00 p.m. and 7:00 a.m., in amounts equal to five percent of the officer's
136 base hourly pay.

137 12. The board of police commissioners, from time to time and in its discretion, may pay
138 additional compensation to police officers, sergeants and lieutenants by paying commissioned
139 officers in the aforesaid ranks for accumulated, unused vacation time. Any such payments shall
140 be made in increments of not less than forty hours, and at rates equivalent to the base
141 straight-time rates being earned by said officers at the time of payment; except that, no such
142 officer shall be required to accept payment for accumulated unused vacation time.

143 13. For each fiscal year between July 1, 2000, and June 30, 2002, the board of police
144 commissioners may provide a salary increase for commissioned employees of years 0-8 in an
145 amount in excess of the maximum amounts set out in the tables in subsections 2 and 3 of this
146 section, provided that the amount actually paid pursuant to this section shall not exceed three
147 percent of the amount set out for the appropriate category in such tables.

148 14. For each fiscal year between July 1, 2000, and June 30, 2002, the board of police
149 commissioners may provide a salary increase for commissioned employees of years 9-30 in an
150 amount in excess of the maximum amounts set out in the tables in subsections 2 and 3 of this
151 section, provided that the amount actually paid pursuant to this section shall not exceed one
152 percent of the amount set out for the appropriate category in such tables.

153 **15. The board of police commissioners shall pay additional compensation or, in lieu**
154 **of compensation, shall grant compensatory leave time, to police officers of the rank of**
155 **lieutenant and below who are required to work on special private details. In such cases,**
156 **additional compensation or compensatory leave shall accrue at the rate of one-half hour**
157 **earned per one hour worked, or the pro-rata equivalent thereof. Compensatory leave time**
158 **may be taken in accordance with the policies of the police department.**

159 **16. The board of police commissioners shall provide police officers, up to and**
160 **including the chief of police, with compensation in the amount of one hour worked for each**
161 **hour of unused sick leave accumulated as of the date of such officer's retirement. Such**

162 compensation shall be paid out within sixty days of such officer's retirement. Any retiring
163 officer qualifying for compensation pursuant to this section may elect to take paid
164 compensatory leave in lieu of compensation, provided that such compensatory leave shall
165 not exceed sixty work days and shall be taken in period immediately preceding his or her
166 retirement.