

FIRST REGULAR SESSION

[PERFECTED]

HOUSE COMMITTEE SUBSTITUTE FOR

**HOUSE BILL NO. 448**

**93RD GENERAL ASSEMBLY**

Reported from the Committee on Local Government March 3, 2005 with recommendation that House Committee Substitute for House Bill No. 448 Do Pass by Consent. Referred to the Committee on Rules pursuant to Rule 25(26)(f).

Reported from the Committee on Rules March 14, 2005 with recommendation that House Committee Substitute for House Bill No. 448 Do Pass by Consent with no time limit for debate.

Perfectured by Consent March 29, 2005.

STEPHEN S. DAVIS, Chief Clerk

1258L.02P

**AN ACT**

To repeal section 84.160, RSMo, and to enact in lieu thereof one new section relating to pay for police officers, with an emergency clause.

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

Section A. Section 84.160, RSMo, is repealed and one new section enacted in lieu thereof, to be known as section 84.160, to read as follows: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, [2002] **2005**, until June 30, [2003] **2006**:

**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	32981							

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

12	1	34182							
13	2	35293							
14	3	37356							
15	4	38377							
16	5	39703	48095						
17	6	41029	48241						
18	7	43573	51200	56276					
19	8	45398	53329	58605					
20	9	47288	55528	61011	66443				
21	10	47457	55695	61178	66611				
22	11	47985	55863	61344	66779	73020			
23	12	48161	56029	61513	66946	73188	75129	79038	93704
24	13	48327	56197	61680	67114	73353	77673	81582	94037
25	14	48493	56365	61847	67280	73521	77839	81749	94371
26	15	48662	56531	62014	67447	73688	78008	81918	94705
27	16	48828	56698	62180	67614	73856	78174	82083	95040
28	17	48997	56866	62349	67782	74024	78343	82252	95374
29	18	49163	57033	62516	68019	74189	78508	82418	95707
30	19	49329	57200	62684	68116	74357	78675	82584	96043
31	20	49497	57367	62850	68283	74525	78843	82754	96378
32	21	49664	57533	63017	68450	74692	79010	82919	96711
33	22	49831	57702	63185	68617	74858	79179	83087	97045
34	23	49999	57869	63352	68785	75025	79344	83254	97380
35	24	50165	58035	63520	68952	75192	79514	83421	97712
36	25	50333	58203	63686	69120	75361	79679	83590	98048
37	26	50500	58369	63853	69287	75528	79846	83755	98383
38	27	50669	58538	64021	69453	75694	80015	83923	98718
39	28	50835	58705	64188	69621	75860	80180	84088	99052
40	29	51001	58871	64353	69788	76029	80349	84257	99384
41	30	51168	59039	64522	69953	76196	80514	84426	99720]
42	<b>0</b>	<b>34331</b>							
43	<b>1</b>	<b>35532</b>							
44	<b>2</b>	<b>36643</b>							
45	<b>3</b>	<b>38706</b>							
46	<b>4</b>	<b>39727</b>							
47	<b>5</b>	<b>41053</b>	<b>49445</b>						

48	6	42379	49591						
49	7	44923	52550	57626					
50	8	46748	54679	59955					
51	9	48638	56878	62361	67793				
52	10	48807	57045	62528	67961				
53	11	49335	57213	62694	68129	74370			
54	12	49511	57379	62863	68296	74538	76479	80388	95054
55	13	49677	57547	63030	68464	74703	79023	82932	95387
56	14	49843	57715	63197	68630	74871	79189	83099	95721
57	15	50012	57881	63364	68797	75038	79358	83268	96055
58	16	50178	58048	63530	68964	75206	79524	83433	96390
59	17	50347	58216	63699	69132	75374	79693	83602	96724
60	18	50513	58383	63866	69369	75539	79858	83768	97057
61	19	50679	58550	64034	69466	75707	80025	83934	97393
62	20	50847	58717	64200	69633	75875	80193	84104	97728
63	21	51014	58883	64367	69800	76042	80360	84269	98061
64	22	51181	59052	64535	69967	76208	80529	84437	98395
65	23	51349	59219	64702	70135	76375	80694	84604	98730
66	24	51515	59385	64870	70302	76542	80864	84771	99062
67	25	51683	59553	65036	70470	76711	81029	84940	99398
68	26	51850	59719	65203	70637	76878	81196	85105	99733
69	27	52019	59888	65371	70803	77044	81365	85273	100068
70	28	52185	60055	65538	70971	77210	81530	85438	100402
71	29	52351	60221	65703	71138	77379	81699	85607	100734
72	30	52518	60389	65872	71303	77546	81864	85776	101070

73           3. Each of the above-mentioned salaries shall be payable in biweekly installments. The  
74 above-mentioned salaries assume twenty-six biweekly installments falling within the  
75 effective dates of the salary matrix. If twenty-seven biweekly installments fall within the  
76 effective dates of the salary matrix it is assumed that the salaries within the matrix will be  
77 adjusted upward accordingly to reflect the effect of an extra pay period falling within the  
78 effective dates of the salary matrix. Any increase in salaries within the matrix due to  
79 twenty-seven biweekly installments falling within the effective dates of the matrix will not  
80 continue into a period in which only twenty-six biweekly installments are paid. Each officer  
81 of police and patrolman whose regular assignment requires nonuniformed attire may receive, in  
82 addition to his or her salary, an allowance not to exceed three hundred sixty dollars per annum  
83 payable biweekly. No additional compensation or compensatory time off for overtime, court

84 time, or standby court time shall be paid or allowed to any officer of the rank of sergeant or  
85 above. Notwithstanding any other provision of law to the contrary, nothing in this section shall  
86 prohibit the payment of additional compensation pursuant to this subsection to officers of the  
87 ranks of sergeants and above, provided that funding for such compensation shall not:

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

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

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

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

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

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

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

120 9. The board of police commissioners:

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

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

125 (3) Shall provide health, medical, and life insurance coverage for retired officers and  
126 employees of the police department. Health, medical and life insurance coverage shall be made  
127 available for purchase to the spouses or dependents of deceased retired officers and employees  
128 of the police department who receive pension benefits pursuant to sections 86.200 to 86.364,  
129 RSMo, at the rate that such dependent's or spouse's coverage would cost under the appropriate  
130 plan if the deceased were living;

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

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

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

Section B. Because immediate action is necessary to increase the pay level for police  
2 officers to retain quality police officers the repeal and reenactment of section A of this act is  
3 deemed necessary for the immediate preservation of the public health, welfare, peace, and safety,  
4 and is hereby declared to be an emergency act within the meaning of the constitution, and the  
5 repeal and reenactment of section A of this act shall be in full force and effect upon its passage  
6 and approval.