

SECOND REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
SENATE COMMITTEE SUBSTITUTE FOR
SENATE BILL NO. 1086
93RD GENERAL ASSEMBLY

Reported from the Committee on Crime Prevention and Public Safety April 12, 2006 with recommendation that House Committee Substitute for Senate Committee Substitute for Senate Bill No. 1086 Do Pass by Consent. Referred to the Committee on Rules pursuant to Rule 25(26)(f).

STEPHEN S. DAVIS, Chief Clerk

4361L.08C

AN ACT

To repeal section 84.160, RSMo, and to enact in lieu thereof one new section relating to maximum amounts of compensation 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Section A. Section 84.160, RSMo, is repealed and one new section enacted in lieu thereof,
2 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
2 authorize maximum amounts of compensation for members of the police force in accordance with
3 the following tables. The amounts of compensation set out in the following tables shall be the
4 maximum amount of compensation payable to commissioned employees in each of the categories,
5 except as expressly provided in this section.

6 2. From July 1, 2005, until June 30, 2006: SALARY MATRIX-POLICE OFFICER
7 THROUGH CHIEF OF POLICE-FISCAL YEAR

8							Asst.		
9		P.O.	Sgt	Lieut	Capt	Maj	Lt. Col.	Chief	Chief
10	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
11	0	34331							
12	1	35532							
13	2	36643							

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.

14	3	38706							
15	4	39727							
16	5	41053	49445						
17	6	42379	49591						
18	7	44923	52550	57626					
19	8	46748	54679	59955					
20	9	48638	56878	62361	67793				
21	10	48807	57045	62528	67961				
22	11	49335	57213	62694	68129	74370			
23	12	49511	57379	62863	68296	74538	76479	80388	95054
24	13	49677	57547	63030	68464	74703	79023	82932	95387
25	14	49843	57715	63197	68630	74871	79189	83099	95721
26	15	50012	57881	63364	68797	75038	79358	83268	96055
27	16	50178	58048	63530	68964	75206	79524	83433	96390
28	17	50347	58216	63699	69132	75374	79693	83602	96724
29	18	50513	58383	63866	69369	75539	79858	83768	97057
30	19	50679	58550	64034	69466	75707	80025	83934	97393
31	20	50847	58717	64200	69633	75875	80193	84104	97728
32	21	51014	58883	64367	69800	76042	80360	84269	98061
33	22	51181	59052	64535	69967	76208	80529	84437	98395
34	23	51349	59219	64702	70135	76375	80694	84604	98730
35	24	51515	59385	64870	70302	76542	80864	84771	99062
36	25	51683	59553	65036	70470	76711	81029	84940	99398
37	26	51850	59719	65203	70637	76878	81196	85105	99733
38	27	52019	59888	65371	70803	77044	81365	85273	100068
39	28	52185	60055	65538	70971	77210	81530	85438	100402
40	29	52351	60221	65703	71138	77379	81699	85607	100734
41	30	52518	60389	65872	71303	77546	81864	85776	101070

42 3. Each of the above-mentioned salaries shall be payable in biweekly installments. The
43 above-mentioned salaries assume twenty-six biweekly installments falling within the effective
44 dates of the salary matrix. If twenty-seven biweekly installments fall within the effective dates of
45 the salary matrix it is assumed that the salaries within the matrix will be adjusted upward
46 accordingly to reflect the effect of an extra pay period falling within the effective dates of the salary
47 matrix. Any increase in salaries within the matrix due to twenty-seven biweekly installments
48 falling within the effective dates of the matrix will not continue into a period in which only
49 twenty-six biweekly installments are paid.] **As of August 28, 2006, the board of police**

50 **commissioners shall have the authority to compute and establish the annual salary of each**
51 **member of the police force without receiving prior authorization from the general assembly.**

52 **2.** Each officer of police and patrolman whose regular assignment requires nonuniformed
53 attire may receive, in addition to his or her salary, an allowance not to exceed three hundred sixty
54 dollars per annum payable biweekly. **Notwithstanding the provisions of subsection 1 of this**
55 **section to the contrary**, no additional compensation or compensatory time off for overtime, court
56 time, or standby court time shall be paid or allowed to any officer of the rank of sergeant or above.
57 Notwithstanding any other provision of law to the contrary, nothing in this section shall prohibit
58 the payment of additional compensation pursuant to this subsection to officers of the ranks of
59 sergeants and above, provided that funding for such compensation shall not:

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

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

63 **[4.] 3.** It is the duty of the municipal assembly or common council of the cities to make
64 the necessary appropriation for the expenses of the maintenance of the police force in the manner
65 herein and hereafter provided; provided, that in no event shall such municipal assembly or
66 common council be required to appropriate for such purposes (including, but not limited to, costs
67 of funding pensions or retirement plans) for any fiscal year a sum in excess of any limitation
68 imposed by article X, section 21, Missouri Constitution; and provided further, that such municipal
69 assembly or common council may appropriate a sum in excess of such limitation for any fiscal year
70 by an appropriations ordinance enacted in conformity with the provisions of the charter of such
71 cities.

72 **[5.] 4. Notwithstanding the provisions of subsection 1 of this section to the contrary,**
73 the board of police commissioners shall pay additional compensation for all hours of service
74 rendered by probationary patrolmen and patrolmen in excess of the established regular working
75 period, and the rate of compensation shall be one and one-half times the regular hourly rate of pay
76 to which each member shall normally be entitled; except that, the court time and court standby time
77 shall be paid at the regular hourly rate of pay to which each member shall normally be entitled.
78 No credit shall be given or deductions made from payments for overtime for the purpose of
79 retirement benefits.

80 **[6.] 5. Notwithstanding the provisions of subsection 1 of this section to the contrary,**
81 probationary patrolmen and patrolmen shall receive additional compensation for authorized
82 overtime, court time and court standby time whenever the total accumulated time exceeds forty
83 hours. The accumulated forty hours shall be taken as compensatory time off at the officer's
84 discretion with the approval of his supervisor.

85 [7.] 6. The allowance of compensation or compensatory time off for court standby time
86 shall be computed at the rate of one-third of one hour for each hour spent on court standby time.

87 [8.] 7. The board of police commissioners may effect programs to provide additional
88 compensation to its employees for successful completion of academic work at an accredited college
89 or university, in amounts not to exceed ten percent of their yearly salaries or for field training
90 officer and lead officer responsibilities in amounts not to exceed three percent of their yearly
91 salaries for field training officer responsibilities and an additional three percent of their yearly
92 salaries for lead officer responsibilities. The board may designate up to one hundred fifty
93 employees as field training officers and up to fifty employees as lead officers.

94 [9.] 8. The board of police commissioners:

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

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

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

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

108 [10.] 9. **Notwithstanding the provisions of subsection 1 of this section to the contrary,**
109 the board of police commissioners shall pay additional compensation to members of the police
110 force up to and including the rank of police officer for any full hour worked between the hours of
111 11:00 p.m. and 7:00 a.m., in amounts equal to five percent of the officer's base hourly pay.

112 [11.] 10. The board of police commissioners, from time to time and in its discretion, may
113 pay additional compensation to police officers, sergeants and lieutenants by paying commissioned
114 officers in the aforesaid ranks for accumulated, unused vacation time. Any such payments shall
115 be made in increments of not less than forty hours, and at rates equivalent to the base straight-time
116 rates being earned by said officers at the time of payment; except that, no such officer shall be
117 required to accept payment for accumulated unused vacation time.

Section B. Because of the need to compensate police officers adequately, section A of this
2 act is deemed necessary for the immediate preservation of the public health, welfare, peace and

3 safety, and is hereby declared to be an emergency act within the meaning of the constitution, and
4 section A of this act shall be in full force and effect on June 26, 2006.

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