

SECOND REGULAR SESSION

# HOUSE BILL NO. 1412

## 94TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES SILVEY (Sponsor), PRATT, TALBOY, LeVOTA, BLAND, HUGHES, CURLS, LOW (39), SALVA, HOLSMAN, BROWN (50), NOLTE AND SKAGGS (Co-sponsors).

Pre-filed December 12, 2007 and copies ordered printed.

D. ADAM CRUMBLISS, Chief Clerk

3949L.01I

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### AN ACT

To repeal sections 84.480 and 84.510, RSMo, and to enact in lieu thereof two new sections relating to certain police officers' compensation.

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

Section A. Sections 84.480 and 84.510, RSMo, are repealed and two new sections  
2 enacted in lieu thereof, to be known as sections 84.480 and 84.510, to read as follows:

84.480. The board of police commissioners shall appoint a chief of police who shall be  
2 the chief police administrative and law enforcement officer of such cities. The chief of police  
3 shall be chosen by the board solely on the basis of his or her executive and administrative  
4 qualifications and his or her demonstrated knowledge of police science and administration with  
5 special reference to his or her actual experience in law enforcement leadership and the provisions  
6 of section 84.420. At the time of the appointment, the chief shall not be more than sixty years  
7 of age, shall have had at least five years' executive experience in a governmental police agency  
8 and shall be certified by a surgeon or physician to be in a good physical condition, and shall be  
9 a citizen of the United States and shall either be or become a citizen of the state of Missouri and  
10 resident of the city in which he or she is appointed as chief of police. In order to secure and  
11 retain the highest type of police leadership within the departments of such cities, the chief shall  
12 receive a salary of not less than eighty thousand two hundred eleven dollars, nor more than one  
13 hundred [fifty-one thousand two hundred ninety-six] **seventy-two thousand four hundred**  
14 **seventy-eight** dollars per annum.

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.

84.510. 1. For the purpose of operation of the police department herein created, the chief of police, with the approval of the board, shall appoint such number of police department employees, including police officers and civilian employees as the chief of police from time to time deems necessary.

2. The base annual compensation of police officers shall be as follows for the several ranks:

(1) Lieutenant colonels, not to exceed five in number, at not less than seventy-one thousand nine hundred sixty-nine dollars, nor more than one hundred [six thousand seven hundred sixty-four] **twenty-one thousand seven hundred sixteen** dollars per annum each;

(2) Majors at not less than sixty-four thousand six hundred seventy-one dollars, nor more than [ninety-seven thousand four hundred four] **one hundred eleven thousand forty-eight** dollars per annum each;

(3) Captains at not less than fifty-nine thousand five hundred thirty-nine dollars, nor more than [eighty-eight thousand eight hundred sixty] **one hundred one thousand three hundred four** dollars per annum each;

(4) Sergeants at not less than forty-eight thousand six hundred fifty-nine dollars, nor more than [seventy-one thousand seven hundred forty eight] **eighty-eight thousand two hundred sixty** dollars per annum each;

(5) Master patrol officers at not less than fifty-six thousand three hundred four dollars, nor more than [sixty-seven thousand five hundred sixty-three] **seventy-nine thousand seven hundred twenty-eight** dollars per annum each;

(6) Master detectives at not less than fifty-six thousand three hundred four dollars, nor more than [sixty-seven thousand five hundred sixty-three] **seventy-nine thousand seven hundred twenty-eight** dollars per annum each;

(7) Detectives, investigators, and police officers at not less than twenty-six thousand six hundred forty-three dollars, nor more than [sixty-three thousand six hundred forty-eight] **seventy-five thousand one hundred eight** dollars per annum each.

3. The board of police commissioners has the authority by resolution to effect a comprehensive pay schedule program to provide for step increases with separate pay rates within each rank, in the above-specified salary ranges from police officers through chief of police.

4. Officers assigned to wear civilian clothes in the performance of their regular duties may receive an additional one hundred fifty dollars per month clothing allowance. Uniformed officers may receive seventy-five dollars per month uniform maintenance allowance.

5. The chief of police, subject to the approval of the board, shall establish the total regular working hours for all police department employees, and the board has the power, upon recommendation of the chief, to pay additional compensation for all hours of service rendered

37 in excess of the established regular working period, but the rate of overtime compensation shall  
38 not exceed one and one-half times the regular hourly rate of pay to which each member shall  
39 normally be entitled. No credit shall be given nor deductions made from payments for overtime  
40 for the purpose of retirement benefits.

41         6. The board of police commissioners, by majority affirmative vote, including the mayor,  
42 has the authority by resolution to authorize incentive pay in addition to the base compensation  
43 as provided for in subsection 2 of this section, to be paid police officers of any rank who they  
44 determine are assigned duties which require an extraordinary degree of skill, technical  
45 knowledge and ability, or which are highly demanding or unusual. No credit shall be given nor  
46 deductions made from these payments for the purpose of retirement benefits.

47         7. The board of police commissioners may effect programs to provide additional  
48 compensation for successful completion of academic work at an accredited college or university.  
49 No credit shall be given nor deductions made from these payments for the purpose of retirement  
50 benefits.

51         8. The additional pay increments provided in subsections 6 and 7 of this section shall not  
52 be considered a part of the base compensation of police officers of any rank and shall not exceed  
53 ten percent of what the officer would otherwise be entitled to pursuant to subsections 2 and 3 of  
54 this section.

55         9. Not more than twenty-five percent of the officers in any rank who are receiving the  
56 maximum rate of pay authorized by subsections 2 and 3 of this section may receive the additional  
57 pay increments authorized by subsections 6 and 7 of this section at any given time. However,  
58 any officer receiving a pay increment provided pursuant to the provisions of subsections 6 and  
59 7 of this section shall not be deprived of such pay increment as a result of the limitations of this  
60 subsection.

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