

HCS HB 1432 -- ADMIN LEAVE FOR STATE EMPLOYEES

SPONSOR: Vescovo

COMMITTEE ACTION: Voted "Do Pass" by the Standing Committee on Government Efficiency by a vote of 9 to 3. Voted "Do Pass with HCS" by the Select Committee on General Laws by a vote of 7 to 3.

This bill requires that, if an employee of a department or division of the state, agency of the state, instrumentality of the state or political subdivision of the state, or school district is placed on administrative leave, a hearing must be held within 30 days to determine if the employee engaged in the misconduct. Within seven days of being placed on administrative leave as defined in the bill, an employee must be given a written explanation of the specific reason or reasons for the placement.

This bill is the same as HCS HB 519 (2015).

PROPONENTS: Supporters say that the public is angry that people get paid to be in trouble. Moreover, there are thousands of state employees on paid leave for misconduct. Many state departments and agencies already have the 30-day hearing requirement.

Testifying for the bill was Representative Vescovo.

OPPONENTS: Those who oppose the bill say that department and agency investigations often require more than 30 days due to extenuating circumstances. There also are concerns that if a specific reason is given, the employer would be limited to that reason only.

Testifying against the bill were Missouri Department of Mental Health and Missouri Housing Authorities.

OTHERS: Others testifying on the bill say that the language may force an employer to delineate a charge in order to make the deadline, when a better approach might be to allow an extension of the deadline if the reasons for the extension are well-documented.

Testifying on the bill was Missouri National Education Association.