

HB 1065 -- STATE MERIT PERSONNEL SYSTEM

SPONSOR: Trent

COMMITTEE ACTION: Voted "Do Pass" by the Special Committee on Government Oversight by a vote of 7 to 3.

This bill changes the laws regarding the State Personnel Law, Chapter 36, RSMo. In its main provisions, the bill repeals the law that employees subject to the State Personnel Law may only be demoted or dismissed for cause. The bill provides that all employment subject to Chapter 36 shall be at will. The bill further repeals the provision for an administrative hearing in the case of a demotion, dismissal, or disciplinary action.

PROPONENTS: Supporters say that the bill will reduce administrative costs and allow efficient employee management and greater advancement based on merit. Other states have had good results by moving to a performance based employment at will system.

Testifying for the bill was Representative Trent.

OPPONENTS: Those who oppose the bill say that it is likely to increase litigation costs involving discrimination claims. State employment should be based on a "for cause" standard to ensure equal treatment of employees. The government should have uniform and clear standards for employment.

Testifying against the bill was SEIU-MO State Council Service Employees International Union.