

SECOND REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
**HOUSE BILL NO. 1604**  
**100TH GENERAL ASSEMBLY**

4164H.02C

DANA RADEMAN MILLER, Chief Clerk

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**AN ACT**

To repeal section 84.344, RSMo, and to enact in lieu thereof three new sections relating to a residency requirement for municipal employees.

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

Section A. Section 84.344, RSMo, is repealed and three new sections enacted in lieu thereof, to be known as sections 71.201, 84.344, and 285.040, to read as follows:

**71.201. 1. For purposes of this section, the term "local governmental unit" shall mean any city, village, town, county, township, or the board of police established by section 84.020, or the board of police commissioners established by section 84.350.**

**2. (1) No local governmental unit shall require, as a condition of employment, that any currently employed or prospective law enforcement officer reside within any jurisdictional limit.**

**(2) If a local governmental unit has a residency rule or requirement for law enforcement officers that is in effect on or before August 28, 2020, the residency rule or requirement shall not apply and shall not be enforced.**

**3. A local governmental unit may impose a residency rule or requirement on law enforcement officers, but the rule or requirement shall be no more restrictive than requiring such personnel to reside within a one-hour response time.**

**4. The provisions of this section shall not apply to the Missouri state highway patrol.**

84.344. 1. Notwithstanding any provisions of this chapter to the contrary, any city not within a county may establish a municipal police force on or after July 1, 2013, according to the procedures and requirements of this section. The purpose of these procedures and requirements

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.

4 is to provide for an orderly and appropriate transition in the governance of the police force and  
5 provide for an equitable employment transition for commissioned and civilian personnel.

6       2. Upon the establishment of a municipal police force by a city under sections 84.343  
7 to 84.346, the board of police commissioners shall convey, assign, and otherwise transfer to the  
8 city title and ownership of all indebtedness and assets, including, but not limited to, all funds and  
9 real and personal property held in the name of or controlled by the board of police  
10 commissioners created under sections 84.010 to 84.340. The board of police commissioners  
11 shall execute all documents reasonably required to accomplish such transfer of ownership and  
12 obligations.

13       3. If the city establishes a municipal police force and completes the transfer described  
14 in subsection 2 of this section, the city shall provide the necessary funds for the maintenance of  
15 the municipal police force.

16       4. Before a city not within a county may establish a municipal police force under this  
17 section, the city shall adopt an ordinance accepting responsibility, ownership, and liability as  
18 successor-in-interest for contractual obligations, indebtedness, and other lawful obligations of  
19 the board of police commissioners subject to the provisions of subsection 2 of section 84.345.

20       5. A city not within a county that establishes a municipal police force shall initially  
21 employ, without a reduction in rank, salary, or benefits, all commissioned and civilian personnel  
22 of the board of police commissioners created under sections 84.010 to 84.340 that were  
23 employed by the board immediately prior to the date the municipal police force was established.  
24 Such commissioned personnel who previously were employed by the board may only be  
25 involuntarily terminated by the city not within a county for cause. The city shall also recognize  
26 all accrued years of service that such commissioned and civilian personnel had with the board  
27 of police commissioners. Such personnel shall be entitled to the same holidays, vacation, and  
28 sick leave they were entitled to as employees of the board of police commissioners.

29       6. Commissioned and civilian personnel who ~~[were previously employed by the board]~~  
30 **are employed by a municipal police force established under this section** shall ~~[continue to]~~  
31 **not** be subject, throughout their employment for the city not within a county, to a residency ~~[rule~~  
32 ~~no more restrictive than a]~~ requirement of retaining a primary residence in a city not within a  
33 county ~~[for a total of seven years and of then allowing them to maintain a primary residence~~  
34 ~~outside the city not within a county]~~ so long as the **primary** residence is located within a  
35 one-hour response time.

36       7. The commissioned and civilian personnel who retire from service with the board of  
37 police commissioners before the establishment of a municipal police force under subsection 1  
38 of this section shall continue to be entitled to the same pension benefits provided under chapter  
39 86 and the same benefits set forth in subsection 5 of this section.

40           8. If the city not within a county elects to establish a municipal police force under this  
41 section, the city shall establish a separate division for the operation of its municipal police force.  
42 The civil service commission of the city may adopt rules and regulations appropriate for the  
43 unique operation of a police department. Such rules and regulations shall reserve exclusive  
44 authority over the disciplinary process and procedures affecting commissioned officers to the  
45 civil service commission; however, until such time as the city adopts such rules and regulations,  
46 the commissioned personnel shall continue to be governed by the board of police commissioner's  
47 rules and regulations in effect immediately prior to the establishment of the municipal police  
48 force, with the police chief acting in place of the board of police commissioners for purposes of  
49 applying the rules and regulations. Unless otherwise provided for, existing civil service  
50 commission rules and regulations governing the appeal of disciplinary decisions to the civil  
51 service commission shall apply to all commissioned and civilian personnel. The civil service  
52 commission's rules and regulations shall provide that records prepared for disciplinary purposes  
53 shall be confidential, closed records available solely to the civil service commission and those  
54 who possess authority to conduct investigations regarding disciplinary matters pursuant to the  
55 civil service commission's rules and regulations. A hearing officer shall be appointed by the civil  
56 service commission to hear any such appeals that involve discipline resulting in a suspension of  
57 greater than fifteen days, demotion, or termination, but the civil service commission shall make  
58 the final findings of fact, conclusions of law, and decision which shall be subject to any right of  
59 appeal under chapter 536.

60           9. A city not within a county that establishes and maintains a municipal police force  
61 under this section:

62           (1) Shall provide or contract for life insurance coverage and for insurance benefits  
63 providing health, medical, and disability coverage for commissioned and civilian personnel of  
64 the municipal police force to the same extent as was provided by the board of police  
65 commissioners under section 84.160;

66           (2) Shall provide or contract for medical and life insurance coverage for any  
67 commissioned or civilian personnel who retired from service with the board of police  
68 commissioners or who were employed by the board of police commissioners and retire from the  
69 municipal police force of a city not within a county to the same extent such medical and life  
70 insurance coverage was provided by the board of police commissioners under section 84.160;

71           (3) Shall make available medical and life insurance coverage for purchase to the spouses  
72 or dependents of commissioned and civilian personnel who retire from service with the board  
73 of police commissioners or the municipal police force and deceased commissioned and civilian  
74 personnel who receive pension benefits under sections 86.200 to 86.366 at the rate that such

75 dependent's or spouse's coverage would cost under the appropriate plan if the deceased were  
76 living; and

77 (4) May pay an additional shift differential compensation to commissioned and civilian  
78 personnel for evening and night tours of duty in an amount not to exceed ten percent of the  
79 officer's base hourly rate.

80 10. A city not within a county that establishes a municipal police force under sections  
81 84.343 to 84.346 shall establish a transition committee of five members for the purpose of:  
82 coordinating and implementing the transition of authority, operations, assets, and obligations  
83 from the board of police commissioners to the city; winding down the affairs of the board;  
84 making nonbinding recommendations for the transition of the police force from the board to the  
85 city; and other related duties, if any, established by executive order of the city's mayor. Once the  
86 ordinance referenced in this section is enacted, the city shall provide written notice to the board  
87 of police commissioners and the governor of the state of Missouri. Within thirty days of such  
88 notice, the mayor shall appoint three members to the committee, two of whom shall be members  
89 of a statewide law enforcement association that represents at least five thousand law enforcement  
90 officers. The remaining members of the committee shall include the police chief of the  
91 municipal police force and a person who currently or previously served as a commissioner on  
92 the board of police commissioners, who shall be appointed to the committee by the mayor of  
93 such city.

**285.040. No employee of any city not within a county shall be required, as a  
2 condition of employment, to reside within city limits.**

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