

House \_\_\_\_\_ Amendment NO. \_\_\_\_\_

Offered By

1 AMEND House Committee Substitute for Senate Bill No. 186, Page 1, Section A, Line 6, by  
2 inserting after said section and line the following:  
3

4 "36.140. 1. After consultation with appointing authorities and the state fiscal officers, and  
5 after a public hearing following suitable notice, the director shall prepare and recommend to the  
6 board a pay plan for each class of positions subject to this chapter pursuant to subsection 1 of  
7 section 36.030 and each class of positions subject to this section pursuant to section 36.031. The  
8 pay plan shall include, for each class of positions, a minimum and a maximum rate, and such  
9 provision for intermediate rates as the director considers necessary or equitable. The pay plan may  
10 also provide for the use of open, or stepless, pay ranges. The pay plan may include provision for  
11 grouping of positions with similar levels of responsibility or expertise into broad classification  
12 bands for purposes of determining compensation and for such salary differentials and other pay  
13 structures as the director considers necessary or equitable. In establishing the rates, the director  
14 shall give consideration to the experience in recruiting for positions in the state service, the rates of  
15 pay prevailing in the state for the services performed, and for comparable services in public and  
16 private employment, living costs, maintenance, or other benefits received by employees, and the  
17 financial condition and policies of the state. These considerations shall be made on a statewide  
18 basis and shall not make any distinction based on geographical areas or urban and rural conditions.  
19 The pay plan shall take effect when approved by the board and the governor, and each employee  
20 appointed to a position subject to this chapter pursuant to subsection 1 of section 36.030 and each  
21 class of positions subject to this section pursuant to section 36.031, after the adoption of the pay  
22 plan shall be paid according to the provisions of the pay plan for the position in which he or she is  
23 employed; provided, that the commissioner of administration certifies that there are funds  
24 appropriated and available to pay the adopted pay plan. The pay plan shall also be used as the basis  
25 for preparing budget estimates for submission to the legislature insofar as such budget estimates  
26 concern payment for services performed in positions subject to this chapter pursuant to subsection 1  
27 of section 36.030 and positions subject to this section pursuant to section 36.031. Amendments to  
28 the pay plan may be recommended by the director from time to time as circumstances require and  
29 such amendments shall take effect when approved as provided by this section. The conditions under  
30 which employees may be appointed at a rate above the minimum provided for the class, or advance

Action Taken \_\_\_\_\_ Date \_\_\_\_\_

1 from one rate to another within the rates applicable to their positions, may be determined by the  
2 regulations.

3 2. Any change in the pay plan shall be made on a uniform statewide basis. No employee in a  
4 position subject to this chapter shall receive more or less compensation than another employee  
5 solely because of the geographical area in which the employee lives or works.

6 3. The provisions of this section prohibiting consideration of geographical area in changes  
7 to the pay plan shall not apply to employees of the Missouri state highway patrol."; and

8  
9 Further amend said bill by amending the title, enacting clause, and intersectional references  
10 accordingly.