

House _____ Amendment NO. _____

Offered By

1 AMEND Senate Bill No. 28, Page 1, Section A, Line 3, by inserting after said section and line the
2 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

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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. The provisions of
6 this subsection shall not apply to the Missouri state highway patrol."; and
7

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