

FIRST REGULAR SESSION

# HOUSE BILL NO. 471

102ND GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE BLACK.

1305H.02I

DANA RADEMAN MILLER, Chief Clerk

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## AN ACT

To amend chapter 105, RSMo, by adding thereto one new section relating to state employee incentives.

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

Section A. Chapter 105, RSMo, is amended by adding thereto one new section, to be  
2 known as section 105.1750, to read as follows:

3 **105.1750. Personnel payments to encourage retention or exceptional**  
4 **employment achievement, established by formally adopted policy or contract at least**  
5 **one year prior to the applicable employment achievement, shall not be considered a**  
6 **bonus in violation of Article III, Section 39 of the Constitution of Missouri. The**  
7 **retention or achievement payments include, but are not limited to, payments that do not**  
8 **exceed twenty percent of base wages or salary, to be awarded on completion of the**  
9 **retention period in question and not more frequent than biennially. Payments for**  
10 **exceptional employment achievement shall be made according to specific, written**  
**criteria predetermined and approved by the department director in writing at least one**  
**year prior to the exceptional employment achievement.**

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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.