

FIRST REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 471
102ND GENERAL ASSEMBLY

1305H.03C

DANA RADEMAN MILLER, Chief Clerk

AN ACT

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

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:

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