

HB 264 -- PUBLIC EMPLOYEE INCENTIVES

SPONSOR: Black

In order to encourage retention or exceptional employment achievement, this bill provides for personnel payments to 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. The payments authorized by the bill must not exceed 20% of the employee's base wages or salary and are awarded upon the completion of the retention period in question and not more frequently than annually. The payments indicated in the bill are not considered a bonus in violation of Article III, Section 39 of the Missouri Constitution. These provisions will not apply to any public employee whose salary is set by statute.

This bill allows school districts to adopt written policies describing criteria, to be approved by their school boards, allowing exceptional employment achievement payments in contracts between school districts and individual district employees.

This bill is the same as HB 471 (2023) and HB 1648 (2024).