

SECOND REGULAR SESSION
[TRULY AGREED TO AND FINALLY PASSED]
SENATE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 1773
91ST GENERAL ASSEMBLY

4086S.04T

2002

AN ACT

To repeal sections 84.140 and 84.160, RSMo, and to enact in lieu thereof two new sections relating to the police force in certain cities, with an emergency clause.

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

Section A. Sections 84.140 and 84.160, RSMo, are repealed and two new sections
2 enacted in lieu thereof, to be known as sections 84.140 and 84.160, to read as follows:

84.140. The boards [shall] **may** grant every member of the police force [hired prior to
2 May 1, 1986,] **who has served for one year or more** a total of three weeks vacation each year
3 with pay, and each member of the police force who has served the department for twelve years
4 or more [shall] **may** receive four weeks vacation each year with pay, and each member of the
5 police force who has served the department for twenty-one years or more shall receive five weeks
6 vacation each year with pay; [however, the boards shall grant every member of the police force
7 hired on or after May 1, 1986, a total of two weeks vacation each year with pay, and each such
8 member of the police force who has served the department for five years or more shall receive
9 three weeks vacation each year with pay, and each such member of the police force who has
10 served the department for twelve years or more shall receive four weeks vacation each year with
11 pay, and each such member of the police force who has served the department for twenty-one
12 years or more shall receive five weeks vacation each year with pay] **however the board may**
13 **grant an additional week of paid vacation to members after one year of service.** All
14 members of the police force [shall] **may** receive [fourteen] **fifteen** holidays with pay, **however**
15 **the board may grant additional holidays with pay**, and one hundred four days off duty each
16 year with pay, and the boards may from time to time grant additional days off duty each year with
17 pay when in the judgment of the boards, the granting thereof will not materially impair the

EXPLANATION — Matter enclosed in bold faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

18 efficiency of the department.

84.160. 1. Based upon rank and length of service, the board of police commissioners
 2 may authorize maximum amounts of compensation for members of the police force in
 3 accordance with the following tables. The amounts of compensation set out in the following
 4 tables shall be the maximum amount of compensation payable to commissioned employees in
 5 each of the categories, except as expressly provided in this section.

6 2. [From July 1, 2000, to June 30, 2001:

7 SALARY MATRIX-POLICE OFFICER THROUGH CHIEF OF POLICE-FISCAL YEAR

8	9	10	11	12	13	14	15	16	17
								Asst.	
		P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt. Col.	Chief	Chief
	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
	0	30564							
	1	31730							
	2	32809							
	3	34812							
	4	35803							
	5	37090	45238						
	6	38377	45380						
	7	40847	48252	53180					
	8	42620	50320	55442					
	9	43608	51455	56677	61851				
	10	43768	51615	56837	62011				
	11	44272	51773	56995	62171	68115			
	12	44439	51932	57156	62329	68274	70122	73845	87813
	13	44597	52093	57314	62490	68432	72547	76269	88131
	14	44756	52252	57474	62647	68591	72704	76427	88449
	15	44916	52411	57632	62807	68751	72865	76588	88767
	16	45074	52569	57791	62965	68910	73023	76746	89085
	17	45235	52730	57952	63126	69070	73183	76906	89404
	18	45394	52889	58110	63352	69228	73341	77065	89721
	19	45552	53048	58271	63444	69388	73500	77223	90042
	20	45711	53207	58428	63603	69547	73661	77384	90359
	21	45870	53364	58588	63761	69707	73819	77541	90677
	22	46030	53526	58748	63922	69865	73980	77702	90995
	23	46190	53684	58907	64080	70023	74137	77861	91314
	24	46348	53844	59067	64240	70183	74298	78020	91631

36	25	46508	54003	59224	64400	70343	74457	78180	91951
37	26	46666	54161	59384	64559	70503	74615	78338	92270
38	27	46828	54322	59543	64718	70661	74776	78498	92589
39	28	46985	54481	59703	64876	70819	74933	78657	92906
40	29	47144	54640	59861	65036	70980	75095	78816	93223
41	30	47304	54798	60021	65193	71139	75252	78977	93542

42 3. From July 1, 2001, until June 30, 2002:

43 SALARY MATRIX-POLICE OFFICER THROUGH CHIEF OF POLICE-FISCAL YEAR

44								Asst.	
45		P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt Col.	Chief	Chief
46	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
47	0	31481							
48	1	32682							
49	2	33793							
50	3	35856							
51	4	36877							
52	5	38203	46595						
53	6	39529	46741						
54	7	42073	49700	54776					
55	8	43898	51829	57105					
56	9	45788	54028	59511	64943				
57	10	45957	54195	59678	65111				
58	11	46485	54363	59844	65279	71520			
59	12	46661	54529	60013	65446	71688	73629	77538	92204
60	13	46827	54697	60180	65614	71853	76173	80082	92537
61	14	46993	54865	60347	65780	72021	76339	80249	92871
62	15	47162	55031	60514	65947	72188	76508	80418	93205
63	16	47328	55198	60680	66114	72356	76674	80583	93540
64	17	47497	55366	60849	66282	72524	76843	80752	93874
65	18	47663	55533	61016	66519	72689	77008	80918	94207
66	19	47829	55700	61184	66616	72857	77175	81084	94543
67	20	47997	55867	61350	66783	73025	77343	81254	94878
68	21	48164	56033	61517	66950	73192	77510	81419	95211
69	22	48331	56202	61685	67117	73358	77679	81587	95545
70	23	48499	56369	61852	67285	73525	77844	81754	95880
71	24	48665	56535	62020	67452	73692	78014	81921	96212

72	25	48833	56703	62186	67620	73861	78179	82090	96548
73	26	49000	56869	62353	67787	74028	78346	82255	96883
74	27	49169	57038	62521	67953	74194	78515	82423	97218
75	28	49335	57205	62688	68121	74360	78680	82588	97552
76	29	49501	57371	62853	68288	74529	78849	82757	97884
77	30	49668	57539	63022	68453	74696	79014	82926	98220]

78 **From July 1, 2002, until June 30, 2003:**

79 **SALARY MATRIX-POLICE OFFICER THROUGH CHIEF OF POLICE-FISCAL**
80 **YEAR**

81								Asst	
82		P.O.	Sgt.	Lieut.	Capt.	Maj.	Lt. Col.	Chief	Chief
83	Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
84	0	32981							
85	1	34182							
86	2	35293							
87	3	37356							
88	4	38377							
89	5	39703	48095						
90	6	41029	48241						
91	7	43573	51200	56276					
92	8	45398	53329	58605					
93	9	47288	55528	61011	66443				
94	10	47457	55695	61178	66611				
95	11	47985	55863	61344	66779	73020			
96	12	48161	56029	61513	66946	73188	75129	79038	93704
97	13	48327	56197	61680	67114	73353	77673	81582	94037
98	14	48493	56365	61847	67280	73521	77839	81749	94371
99	15	48662	56531	62014	67447	73688	78008	81918	94705
100	16	48828	56698	62180	67614	73856	78174	82083	95040
101	17	48997	56866	62349	67782	74024	78343	82252	95374
102	18	49163	57033	62516	68019	74189	78508	82418	95707
103	19	49329	57200	62684	68116	74357	78675	82584	96043
104	20	49497	57367	62850	68283	74525	78843	82754	96378
105	21	49664	57533	63017	68450	74692	79010	82919	96711
106	22	49831	57702	63185	68617	74858	79179	83087	97045
107	23	49999	57869	63352	68785	75025	79344	83254	97380

108	24	50165	58035	63520	68952	75192	79514	83421	97712
109	25	50333	58203	63686	69120	75361	79679	83590	98048
110	26	50500	58369	63853	69287	75528	79846	83755	98383
111	27	50669	58538	64021	69453	75694	80015	83923	98718
112	28	50835	58705	64188	69621	75860	80180	84088	99052
113	29	51001	58871	64353	69788	76029	80349	84257	99384
114	30	51168	59039	64522	69953	76196	80514	84426	99720

115 [4.] **3.** Each of the above-mentioned salaries shall be payable in biweekly installments.
 116 Each officer of police and patrolman whose regular assignment requires nonuniformed attire may
 117 receive, in addition to his or her salary, an allowance not to exceed three hundred sixty dollars
 118 per annum payable biweekly. No additional compensation or compensatory time off for
 119 overtime, court time, or standby court time shall be paid or allowed to any officer of the rank of
 120 sergeant or above. Notwithstanding any other provision of law to the contrary, nothing in this
 121 section shall prohibit the payment of additional compensation pursuant to this subsection to
 122 officers of the ranks of sergeants and above, provided that funding for such compensation shall
 123 not:

124 (1) Be paid from the general funds of either the city or the board of police commissioners
 125 of the city; or

126 (2) Be violative of any federal law or other state law.

127 [5.] **4.** It is the duty of the municipal assembly or common council of the cities to make
 128 the necessary appropriation for the expenses of the maintenance of the police force in the manner
 129 herein and hereafter provided; provided, that in no event shall such municipal assembly or
 130 common council be required to appropriate for such purposes (including, but not limited to, costs
 131 of funding pensions or retirement plans) for any fiscal year a sum in excess of any limitation
 132 imposed by article X, section 21, Missouri Constitution; and provided further, that such
 133 municipal assembly or common council may appropriate a sum in excess of such limitation for
 134 any fiscal year by an appropriations ordinance enacted in conformity with the provisions of the
 135 charter of such cities.

136 [6.] **5.** The board of police commissioners shall pay additional compensation for all
 137 hours of service rendered by probationary patrolmen and patrolmen in excess of the established
 138 regular working period, and the rate of compensation shall be one and one-half times the regular
 139 hourly rate of pay to which each member shall normally be entitled; except that, the court time
 140 and court standby time shall be paid at the regular hourly rate of pay to which each member shall
 141 normally be entitled. No credit shall be given or deductions made from payments for overtime
 142 for the purpose of retirement benefits.

143 [7.] **6.** Probationary patrolmen and patrolmen shall receive additional compensation for

authorized overtime, court time and court standby time whenever the total accumulated time exceeds forty hours. The accumulated forty hours shall be taken as compensatory time off at the officer's discretion with the approval of his supervisor.

[8.] 7. The allowance of compensation or compensatory time off for court standby time shall be computed at the rate of one-third of one hour for each hour spent on court standby time.

[9.] 8. The board of police commissioners may effect programs to provide additional compensation to its employees for successful completion of academic work at an accredited college or university, in amounts not to exceed ten percent of their yearly salaries or for [extra training] **field training officer** and lead officer responsibilities in amounts not to exceed three percent of their yearly salaries for field training officer responsibilities and an additional three percent of their yearly salaries for lead officer responsibilities. The board may designate up to one hundred fifty employees as field training officers and up to fifty employees as lead officers.

[10.] 9. The board of police commissioners:

(1) Shall provide or contract for life insurance coverage and for insurance benefits providing health, medical and disability coverage for officers and employees of the department;

(2) Shall provide or contract for insurance coverage providing salary continuation coverage for officers and employees of the police department;

(3) Shall provide health, medical, and life insurance coverage for retired officers and employees of the police department;

(4) May pay an additional shift differential compensation to members of the police force for evening and night tour of duty in an amount not to exceed ten percent of the officer's base hourly rate.

[11.] 10. The board of police commissioners shall pay additional compensation to members of the police force up to and including the rank of police officer for any full hour worked between the hours of 11:00 p.m. and 7:00 a.m., in amounts equal to five percent of the officer's base hourly pay.

[12.] 11. The board of police commissioners, from time to time and in its discretion, may pay additional compensation to police officers, sergeants and lieutenants by paying commissioned officers in the aforesaid ranks for accumulated, unused vacation time. Any such payments shall be made in increments of not less than forty hours, and at rates equivalent to the base straight-time rates being earned by said officers at the time of payment; except that, no such officer shall be required to accept payment for accumulated unused vacation time.

[13.] 12. For each fiscal year between July 1, 2000, and June 30, 2002, the board of police commissioners may provide a salary increase for commissioned employees of years 0-8 in an amount in excess of the maximum amounts set out in the tables in subsections 2 and 3 of this section, provided that the amount actually paid pursuant to this section shall not exceed three

180 percent of the amount set out for the appropriate category in such tables.

181 14. For each fiscal year between July 1, 2000, and June 30, 2002, the board of police
182 commissioners may provide a salary increase for commissioned employees of years 9-30 in an
183 amount in excess of the maximum amounts set out in the tables in subsections 2 and 3 of this
184 section, provided that the amount actually paid pursuant to this section shall not exceed one
185 percent of the amount set out for the appropriate category in such tables.]

 Section B. Because immediate action is necessary to ensure appropriate salaries for
2 police officers, section A of this act is deemed necessary for the immediate preservation of the
3 public health, welfare, peace, and safety, and is hereby declared to be an emergency act within
4 the meaning of the constitution, and section A of this act shall be in full force and effect upon
5 its passage and approval.