

# HOUSE BILL NO. 1447

## 92ND GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE LEMBKE.

Read 1<sup>st</sup> time February 10, 2004, and copies ordered printed.

STEPHEN S. DAVIS, Chief Clerk

4527L.011

### AN ACT

To repeal section 84.160, RSMo, and to enact in lieu thereof one new section relating to maximum amounts of compensation for police officers.

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

Section A. Section 84.160, RSMo, is repealed and one new section enacted in lieu thereof, to be known as section 84.160, to read as follows:

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

2. From July 1, [2002] **2004**, until June 30, [2003] **2005**:

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

							Asst.	
	P.O.	Sgt.	Lieut.	Capt	Maj.	Lt. Col.	Chief	Chief
Yrs.	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
0	32981							
1	34182							
2	35293							
3	37356							
4	38377							
5	39703	48095						
6	41029	48241						
7	43573	51200	56276					

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

19	8	45398	53329	58605					
20	9	47288	55528	61011	66443				
21	10	47457	55695	61178	66611				
22	11	47985	55863	61344	66779	73020			
23	12	48161	56029	61513	66946	73188	75129	79038	93704
24	13	48327	56197	61680	67114	73353	77673	81582	94037
25	14	48493	56365	61847	67280	73521	77839	81749	94371
26	15	48662	56531	62014	67447	73688	78008	81918	94705
27	16	48828	56698	62180	67614	73856	78174	82083	95040
28	17	48997	56866	62349	67782	74024	78343	82252	95374
29	18	49163	57033	62516	68019	74189	78508	82418	95707
30	19	49329	57200	62684	68116	74357	78675	82584	96043
31	20	49497	57367	62850	68283	74525	78843	82754	96378
32	21	49664	57533	63017	68450	74692	79010	82919	96711
33	22	49831	57702	63185	68617	74858	79179	83087	97045
34	23	49999	57869	63352	68785	75025	79344	83254	97380
35	24	50165	58035	63520	68952	75192	79514	83421	97712
36	25	50333	58203	63686	69120	75361	79679	83590	98048
37	26	50500	58369	63853	69287	75528	79846	83755	98383
38	27	50669	58538	64021	69453	75694	80015	83923	98718
39	28	50835	58705	64188	69621	75860	80180	84088	99052
40	29	51001	58871	64353	69788	76029	80349	84257	99384
41	30	51168	59039	64522	69953	76196	80514	84426	99720]
42	0	<b>34481</b>							
43	1	<b>35682</b>							
44	2	<b>36793</b>							
45	3	<b>38856</b>							
46	4	<b>39877</b>							
47	5	<b>41203</b>	<b>49595</b>						
48	6	<b>42529</b>	<b>49741</b>						
49	7	<b>45073</b>	<b>52700</b>	<b>57776</b>					
50	8	<b>46898</b>	<b>54829</b>	<b>60105</b>					
51	9	<b>48788</b>	<b>57028</b>	<b>62511</b>	<b>67943</b>				
52	10	<b>48957</b>	<b>57159</b>	<b>62678</b>	<b>68111</b>				
53	11	<b>49485</b>	<b>57363</b>	<b>62844</b>	<b>68279</b>	<b>74520</b>			
54	12	<b>49661</b>	<b>57529</b>	<b>63013</b>	<b>68446</b>	<b>74688</b>	<b>76629</b>	<b>80538</b>	<b>95204</b>
55	13	<b>49827</b>	<b>57697</b>	<b>63180</b>	<b>68614</b>	<b>74853</b>	<b>79173</b>	<b>83082</b>	<b>95537</b>
56	14	<b>49993</b>	<b>57865</b>	<b>63347</b>	<b>68780</b>	<b>75021</b>	<b>79339</b>	<b>83249</b>	<b>95871</b>
57	15	<b>50162</b>	<b>58031</b>	<b>63514</b>	<b>68947</b>	<b>75188</b>	<b>79508</b>	<b>83418</b>	<b>96205</b>
58	16	<b>50328</b>	<b>58198</b>	<b>63680</b>	<b>69114</b>	<b>75356</b>	<b>79674</b>	<b>83583</b>	<b>96540</b>
59	17	<b>50497</b>	<b>58366</b>	<b>63849</b>	<b>69282</b>	<b>75524</b>	<b>79843</b>	<b>83752</b>	<b>96874</b>
60	18	<b>50663</b>	<b>58533</b>	<b>64016</b>	<b>69519</b>	<b>75689</b>	<b>80008</b>	<b>83918</b>	<b>97207</b>
61	19	<b>50829</b>	<b>58700</b>	<b>64184</b>	<b>69616</b>	<b>75857</b>	<b>80175</b>	<b>84084</b>	<b>97543</b>
62	20	<b>50997</b>	<b>58867</b>	<b>64350</b>	<b>69783</b>	<b>76025</b>	<b>80343</b>	<b>84254</b>	<b>97878</b>

63	21	51164	59033	64517	69950	76192	80510	84419	98211
64	22	51331	59202	64685	70117	76358	80679	84587	98545
65	23	51499	59369	64852	70285	76525	80844	84754	98880
66	24	51665	59535	65020	70452	76692	81014	84921	99212
67	25	51833	59703	65186	70620	76861	81179	85090	99548
68	26	52000	59869	65353	70787	77028	81346	85255	99883
69	27	52169	60038	65521	70953	77194	81515	85423	100218
70	28	52335	60205	65688	71121	77360	81680	85588	100552
71	29	52501	60371	65853	71288	77529	81849	85757	100884
72	30	52668	60539	66022	71453	77696	82014	85926	101220

73           3. Each of the above-mentioned salaries shall be payable in biweekly installments. Each  
74 officer of police and patrolman whose regular assignment requires nonuniformed attire may  
75 receive, in addition to his or her salary, an allowance not to exceed three hundred sixty dollars  
76 per annum payable biweekly. No additional compensation or compensatory time off for overtime,  
77 court time, or standby court time shall be paid or allowed to any officer of the rank of sergeant  
78 or above. Notwithstanding any other provision of law to the contrary, nothing in this section  
79 shall prohibit the payment of additional compensation pursuant to this subsection to officers of  
80 the ranks of sergeants and above, provided that funding for such compensation shall not:

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

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

84           4. It is the duty of the municipal assembly or common council of the cities to make the  
85 necessary appropriation for the expenses of the maintenance of the police force in the manner  
86 herein and hereafter provided; provided, that in no event shall such municipal assembly or  
87 common council be required to appropriate for such purposes (including, but not limited to, costs  
88 of funding pensions or retirement plans) for any fiscal year a sum in excess of any limitation  
89 imposed by article X, section 21, Missouri Constitution; and provided further, that such  
90 municipal assembly or common council may appropriate a sum in excess of such limitation for  
91 any fiscal year by an appropriations ordinance enacted in conformity with the provisions of the  
92 charter of such cities.

93           5. The board of police commissioners shall pay additional compensation for all hours  
94 of service rendered by probationary patrolmen and patrolmen in excess of the established regular  
95 working period, and the rate of compensation shall be one and one-half times the regular hourly  
96 rate of pay to which each member shall normally be entitled; except that, the court time and court  
97 standby time shall be paid at the regular hourly rate of pay to which each member shall normally  
98 be entitled. No credit shall be given or deductions made from payments for overtime for the  
99 purpose of retirement benefits.

100           6. Probationary patrolmen and patrolmen shall receive additional compensation for

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

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

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

113 9. The board of police commissioners:

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

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

118 (3) Shall provide health, medical, and life insurance coverage for retired officers and  
119 employees of the police department. Health, medical and life insurance coverage shall be made  
120 available for purchase to the spouses or dependents of deceased retired officers and employees  
121 of the police department who receive pension benefits pursuant to sections 86.200 to 86.364,  
122 RSMo, at the rate that such dependent's or spouse's coverage would cost under the appropriate  
123 plan if the deceased were living;

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

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

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