

FIRST REGULAR SESSION

# SENATE BILL NO. 342

94TH GENERAL ASSEMBLY

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INTRODUCED BY SENATORS KENNEDY AND COLEMAN.

Read 1st time January 22, 2007, and ordered printed.

TERRY L. SPIELER, Secretary.

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## AN ACT

To repeal section 84.160, RSMo, and to enact in lieu thereof one new section relating to police officer compensation.

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Section A. Section 84.160, RSMo, is repealed and one new section enacted  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

84.160. 1. As of August 28, 2006, the board of police commissioners shall  
2 have the authority to compute and establish the annual salary of each member  
3 of the police force without receiving prior authorization from the general  
4 assembly.

5 2. Each officer of police and patrolman whose regular assignment requires  
6 nonuniformed attire may receive, in addition to his or her salary, an allowance  
7 not to exceed three hundred sixty dollars per annum payable  
8 biweekly. Notwithstanding the provisions of subsection 1 of this section to the  
9 contrary, no additional compensation or compensatory time off for overtime, court  
10 time, or standby court time shall be paid or allowed to any officer of the rank of  
11 sergeant or above. Notwithstanding any other provision of law to the contrary,  
12 nothing in this section shall prohibit the payment of additional compensation  
13 pursuant to this subsection to officers of the ranks of [sergeants] **lieutenants**  
14 and above, provided that funding for such compensation shall not:

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

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

18 3. It is the duty of the municipal assembly or common council of the cities  
19 to make the necessary appropriation for the expenses of the maintenance of the

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

20 police force in the manner herein and hereafter provided; provided, that in no  
21 event shall such municipal assembly or common council be required to  
22 appropriate for such purposes (including, but not limited to, costs of funding  
23 pensions or retirement plans) for any fiscal year a sum in excess of any limitation  
24 imposed by article X, section 21, Missouri Constitution; and provided further, that  
25 such municipal assembly or common council may appropriate a sum in excess of  
26 such limitation for any fiscal year by an appropriations ordinance enacted in  
27 conformity with the provisions of the charter of such cities.

28         4. Notwithstanding the provisions of subsection 1 of this section to the  
29 contrary, the board of police commissioners shall pay additional compensation for  
30 all hours of service rendered by probationary patrolmen and patrolmen **and may**  
31 **pay additional compensation for all hours of service rendered by**  
32 **sergeants** in excess of the established regular working period, and the rate of  
33 compensation shall be one and one-half times the regular hourly rate of pay to  
34 which each member shall normally be entitled; except that, the court time and  
35 court standby time shall be paid at the regular hourly rate of pay to which each  
36 member shall normally be entitled. No credit shall be given or deductions made  
37 from payments for overtime for the purpose of retirement benefits.

38         5. Notwithstanding the provisions of subsection 1 of this section to the  
39 contrary, probationary patrolmen and patrolmen shall receive **and sergeants**  
40 **may receive** additional compensation for authorized overtime, court time and  
41 court standby time whenever the total accumulated time exceeds forty hours. The  
42 accumulated forty hours shall be taken as compensatory time off at the officer's  
43 discretion with the approval of his supervisor.

44         6. The allowance of compensation or compensatory time off for court  
45 standby time shall be computed at the rate of one-third of one hour for each hour  
46 spent on court standby time.

47         7. The board of police commissioners may effect programs to provide  
48 additional compensation to its employees for successful completion of academic  
49 work at an accredited college or university, in amounts not to exceed ten percent  
50 of their yearly salaries or for field training officer and lead officer responsibilities  
51 in amounts not to exceed three percent of their yearly salaries for field training  
52 officer responsibilities and an additional three percent of their yearly salaries for  
53 lead officer responsibilities. The board may designate up to one hundred fifty  
54 employees as field training officers and up to fifty employees as lead officers.

55         8. The board of police commissioners:

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

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

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

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

71 9. Notwithstanding the provisions of subsection 1 of this section to the  
72 contrary, the board of police commissioners shall pay additional compensation to  
73 members of the police force up to and including the rank of police officer for any  
74 full hour worked between the hours of 11:00 p.m. and 7:00 a.m., in amounts equal  
75 to five percent of the officer's base hourly pay.

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

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