***This Week in the Missouri Senate* Script: Merit System**

This week in the Missouri Senate, we review changes made to the merit system for state government employees…

**Nat Snd  
:02  
Q: shall be employed….**

[Senate Bill 1007](https://www.senate.mo.gov/18info/BTS_Web/Bill.aspx?SessionType=R&BillID=75604865) was prefiled on Feb. 19, heard by the [Missouri Senate Government Reform Committee](https://www.senate.mo.gov/GREF/) on Feb. 28, given preliminary Missouri Senate approval on April 26, given Missouri House of Representatives approval and sent to the executive branch on May 17, and then signed into law on June 1.

During Missouri Senate discussion, Sen. Bob Onder of Lake St. Louis talked about aspects of the measure that were added by Missouri senators…

**Onder  
:11  
Q: get that done.**

Missouri Senate Minority Floor Leader Gina Walsh of Bellefontaine Neighbors adds this new law does not only affect people in the middle of the state…

**Walsh  
:19  
Q: in my district (2x).**

Senator Jill Schupp of Creve Coeur points out state government has to be looked at differently than standard business…

**Schupp  
:21  
Q: a free-market economy.**

There are several components to Senate Bill 1007, including:

* All state employees who are not subject to the state personnel law are now considered “at-will;”
* Who falls under the state personnel law is now updated;
* Changes to the limits of the state personnel law;
* The state Personnel Advisory Board is now permitted to add an effectiveness evaluation to its annual report, rather than “required” to add such information;
* Makes changes to position classifications;
* Changes rules relating to pay plans and pay ranges, employee selection and preferences;
* Changes the process for filling vacancies, probationary periods, employee transfer, promotion and demotion;
* Changes rules on a promotional register, service reports, employee dismissal and subsequent appeals; and
* Makes changes to appointments and layoffs.

Senate Bill 1007 also addresses whistleblower protections for state employees.

This new law took effect on Aug. 28.

In the meantime, Missouri senators continue to prefile legislation for next year’s regular session.

And, remember, you can follow these and other issues facing the Missouri Senate by visiting our website: [senate.mo.gov](http://www.senate.mo.gov).

Reporting from the State Capitol, I’m Dean Morgan.