

FIRST REGULAR SESSION

[PERFECTED]

HOUSE COMMITTEE SUBSTITUTE FOR

HOUSE BILL NO. 548

96TH GENERAL ASSEMBLY

1317L.02P

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To repeal section 105.935, RSMo, and to enact in lieu thereof two new sections relating to state employees.

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

Section A. Section 105.935, RSMo, is repealed and two new sections enacted in lieu thereof, to be known as sections 105.935 and 105.940, to read as follows:

105.935. 1. Any state employee who has accrued any overtime hours may choose to use those hours as compensatory leave time provided that the leave time is available and agreed upon by both the state employee and his or her supervisor.

2. A state employee who is a nonexempt employee pursuant to the provisions of the Fair Labor Standards Act shall be eligible for payment of overtime in accordance with subsection 4 of this section. A nonexempt state employee who works on a designated state holiday shall be granted equal compensatory time off duty or shall receive, at his or her choice, the employee's straight time hourly rate in cash payment. A nonexempt state employee shall be paid in cash for overtime unless the employee requests compensatory time off at the applicable overtime rate. As used in this section, the term "state employee" means any person who is employed by the state and earns a salary or wage in a position normally requiring the actual performance by him or her of duties on behalf of the state, but shall not include any employee who is exempt under the provisions of the Fair Labor Standards Act or any employee of the general assembly.

3. Beginning on January 1, 2006, and annually thereafter each department shall pay all nonexempt state employees in full for any overtime hours accrued during the previous calendar year which have not already been paid or used in the form of compensatory leave time. All

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

17 nonexempt state employees shall have the option of retaining up to a total of eighty
18 compensatory time hours **at any time during the year.**

19 4. The provisions of subsection 2 of this section shall only apply to nonexempt state
20 employees who are otherwise eligible for compensatory time under the Fair Labor Standards Act,
21 excluding employees of the general assembly. Any nonexempt state employee requesting cash
22 payment for overtime worked shall notify such employee's department in writing of such
23 decision and state the number of hours, no less than twenty, for which payment is desired. The
24 department shall pay the employee within the calendar month following the month in which a
25 valid request is made. Nothing in this section shall be construed as creating a new compensatory
26 benefit for state employees.

27 5. Each department shall, by November first of each year, notify the commissioner of
28 administration, the house budget committee chair, and the senate appropriations committee chair
29 of the amount of overtime paid in the previous fiscal year and an estimate of overtime to be paid
30 in the current fiscal year. The fiscal year estimate for overtime pay to be paid by each
31 department shall be designated as a separate line item in the appropriations bill for that
32 department. The provisions of this subsection shall become effective July 1, 2005.

33 6. Each state department shall report quarterly to the house of representatives budget
34 committee chair, the senate appropriations committee chair, and the commissioner of
35 administration the cumulative number of accrued overtime hours for department employees, the
36 dollar equivalent of such overtime hours, the number of authorized full-time equivalent positions
37 and vacant positions, the amount of funds for any vacant positions which will be used to pay
38 overtime compensation for employees with full-time equivalent positions, and the current
39 balance in the department's personal service fund.

40 7. This section is applicable to overtime earned under the Fair Labor Standards Act.
41 This section is applicable to employees who are employed in nonexempt positions providing
42 direct client care or custody in facilities operating on a twenty-four-hour seven-day-a-week basis
43 in the department of corrections, the department of mental health, the division of youth services
44 of the department of social services, and the veterans commission of the department of public
45 safety.

46 **8. Notwithstanding any provision of law to the contrary, any state employee who**
47 **works ten-hour days and forty hours per week shall not be required to take two hours of**
48 **vacation leave for paid holidays. Such employee shall have the option to receive**
49 **compensation only for an eight-hour work day for any paid holiday.**

105.940. 1. As used in this section, the following terms shall mean:

2 (1) "Affected employees", employees who lose, or may reasonably be expected to
3 lose, his or her employment with the state of Missouri through a mass layoff;

4 (2) "Mass layoff", a reduction in an employer's workforce that terminates at least
5 fifty employees within a one-month period in a single county across multiple state
6 departments or fifty employees in any single state department.

7 2. When any appointing authority of the state of Missouri has decided upon a mass
8 layoff of state government employees, before employment of affected employees is
9 terminated, the state shall promptly notify all affected employees in writing of such mass
10 layoff as far in advance of the mass layoff as is practicable but, in all cases, at least fifteen
11 days prior to the effective date of the mass layoff. When the director of the division of
12 personnel receives notice of one or more proposed layoffs that would result in a mass layoff
13 involving at least fifty state employees in a single county, the office of administration shall
14 notify the county commissioners of such county and the mayor of the largest city in such
15 county a minimum of fifteen days prior to the date on which the mass layoff occurs.

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