

Uniform Classification and Pay System (UCP)			Non-UCP & Non-Merit (NUCP)
Grant-in-Aid, Merit ¹ (UCPY)	Penal & Eleemosynary, Merit ² (UCPC)	Non-Merit UCP ³ (UCPP)	
	Office of Administration Positions domiciled at penal and eleemosynary institutions	Office of Administration All other positions	Office of Administration Ethics Commission
		Department of Agriculture	
			Department of Conservation
	Department of Corrections Positions domiciled at penal institutions	Department of Corrections All other positions	
		Department of Economic Development	
			Department of Elementary and Secondary Education
Department of Health and Senior Services Positions supporting grant-in-aid programs		Department of Health and Senior Services All other positions	
			Department of Higher Education and Workforce Development
		Department of Commerce and Insurance Division of Administration Division of Insurance Company Regulation Division of Insurance Consumer Affairs Division of Insurance Market Regulation Division of Professional Registration Office of Public Counsel Public Service Commission	Department of Commerce and Insurance Division of Credit Unions Division of Finance
Department of Labor and Industrial Relations Positions supporting grant-in-aid programs		Department of Labor and Industrial Relations All other positions	Department of Labor and Industrial Relations Division of Workers Compensation: Administrative Law Judges ⁴
	Department of Mental Health Positions domiciled at eleemosynary institutions	Department of Mental Health All other positions	
		Department of Natural Resources All other positions	Department of Natural Resources Environmental Improvement Energy Resources Authority Missouri Petroleum Storage Tank Insurance Fund
Department of Public Safety State Emergency Management Agency: positions supporting grant-in-aid programs	Department of Public Safety Veterans' Commission: positions domiciled at eleemosynary institutions	Department of Public Safety Adjutant General Alcohol & Tobacco Control Capitol Police Fire Safety Gaming Commission Office of Director State Emergency Management Agency: all other positions Veterans' Commission--all other positions	Department of Public Safety Missouri State Highway Patrol
		Department of Revenue Lottery Commission State Tax Commission	
Department of Social Services Positions supporting grant-in-aid programs	Department of Social Services Positions domiciled at eleemosynary institutions	Department of Social Services All other positions	
			Department of Transportation
			Non-Executive Agencies Elected Officials Judicial Branch Legislative Branch State Colleges & Universities State Public Defender
Division of Personnel Support by Agency Category			
Grant-in-Aid, Merit	Penal & Eleemosynary UCP	Non-Merit UCP	Non-Merit & Non UCP ⁵
Appointment, Probation	Appointment		
Classification and Pay	Classification and Pay	Classification and Pay	
Hours of Work, Overtime, Leave	Hours of Work, Overtime, Leave	Hours of Work, Overtime, Leave	Hours of Work, Overtime, Leave
Political Activity	Political Activity		
Performance Appraisal	Performance Appraisal	Performance Appraisal	
Management & Supervisory Training	Management & Supervisory Training	Management & Supervisory Training	Management & Supervisory Training
Labor Relations Coordination	Labor Relations Coordination	Labor Relations Coordination	Labor Relations Coordination
Separation, Suspension, Dismissal for Cause and Appeals			
SAMII HR/Payroll Table Maintenance, Reporting and Agency Resource and Partner	SAMII HR/Payroll Table Maintenance, Reporting and Agency Resource and Partner	SAMII HR/Payroll Table Maintenance, Reporting and Agency Resource and Partner	SAMII HR/Payroll Table Maintenance, Reporting and Agency Resource and Partner

¹ RSMo 36.030.1(2) Grant-in-aid programs required to maintain personnel standards on a merit basis by federal law or regulations.

² RSMo 36.030.1(1) Employees in eleemosynary or penal institutions shall be selected on the basis of merit. See also: Missouri Constitution Art. IV §19.

³ RSMo 36.031 Executive agencies and positions not otherwise excluded shall be subject to provisions relating to the preparation, adoption and maintenance of a position classification plan.

⁴ RSMo 287.610 Administrative law judges to be appointed based upon necessity, measured by the requirements and needs of each division office.

⁵ Hours of Work, Overtime and Leave apply to Executive Branch agencies. Non-executive agencies for the most part follow suit. Provisions on Hours of Work, Overtime, Leave and Appeals of Dismissal do not apply to colleges and universities.