



The [Department of Labor and Industrial Relations](#) promotes economic vitality, safety, and fairness for Missouri's businesses and workers.

**Office of the Director and Administration** help determine policy, coordinate legislative issues and provide oversight of the department's strategic plan. Administrative sections provide centralized services necessary for day-to-day operations of the department.

**Labor and Industrial Relations Commission (LIRC)** provides oversight of the Department of Labor and Industrial Relations. It is composed of three commissioners appointed by the Governor, with the advice and consent of the Senate. The LIRC hears appeals of claims on Workers' Compensation, Unemployment Insurance, Crime Victims' Compensation, and Tort Victims' Compensation as well as objections to Prevailing Wage Orders.

**Division of Labor Standards (DLS)** is comprised of three sections. The Wage and Hour Section enforces wage and hour laws and calculates annual prevailing wage/average hourly wage rates. Free safety consultation services for Missouri employers designed to help them stay in compliance with federal regulations are provided by the On-Site Safety and Health Consultation Program. Mine and Cave Safety staff inspect mines and show caves operating in Missouri and train miners prior to their beginning employment and annually thereafter to ensure safe and healthy work habits. The Mine and Cave Safety staff also assist with rescue and recovery efforts should there be a mining accident in Missouri.

**State Board of Mediation (SBM)** is a quasi-judicial board that administers the Public Sector Labor Law (RSMo. Chapter 105.500 - 105.598). Duties include the definition of appropriate bargaining units of employees; certification and recertification of bargaining units; determination of majority representation status by secret ballot elections; oversight of annual financial reporting by public employee unions and officials; and enforcement of "paycheck protection" for public sector employees.

**Division of Workers' Compensation (DWC)** provides oversight of programs that provide services to workers who have been injured or exposed to occupational disease in the course of employment. Administrative Law Judges approve settlements or issue awards after hearings related to compensation for injured. Line of Duty Compensation for the families of emergency workers killed on the job, payments to uncompensated Tort Victims, and oversight for the Second Injury Fund are also administered by the division.

**Division of Employment Security (DES)** administers Missouri's Unemployment Insurance (UI) program, a joint state-federal program funded by the Unemployment Tax paid by employers. These funds are held in the Missouri Unemployment Compensation Trust Fund (UTF) and payment of benefits for regular unemployment are made from this fund. There are also special unemployment programs available to qualified individuals.

**Missouri Commission on Human Rights (MCHR)** works to prevent and eliminate discrimination; investigates complaints of discrimination under the Missouri Human Rights Act; and facilitates fair and timely resolutions of discrimination claims.



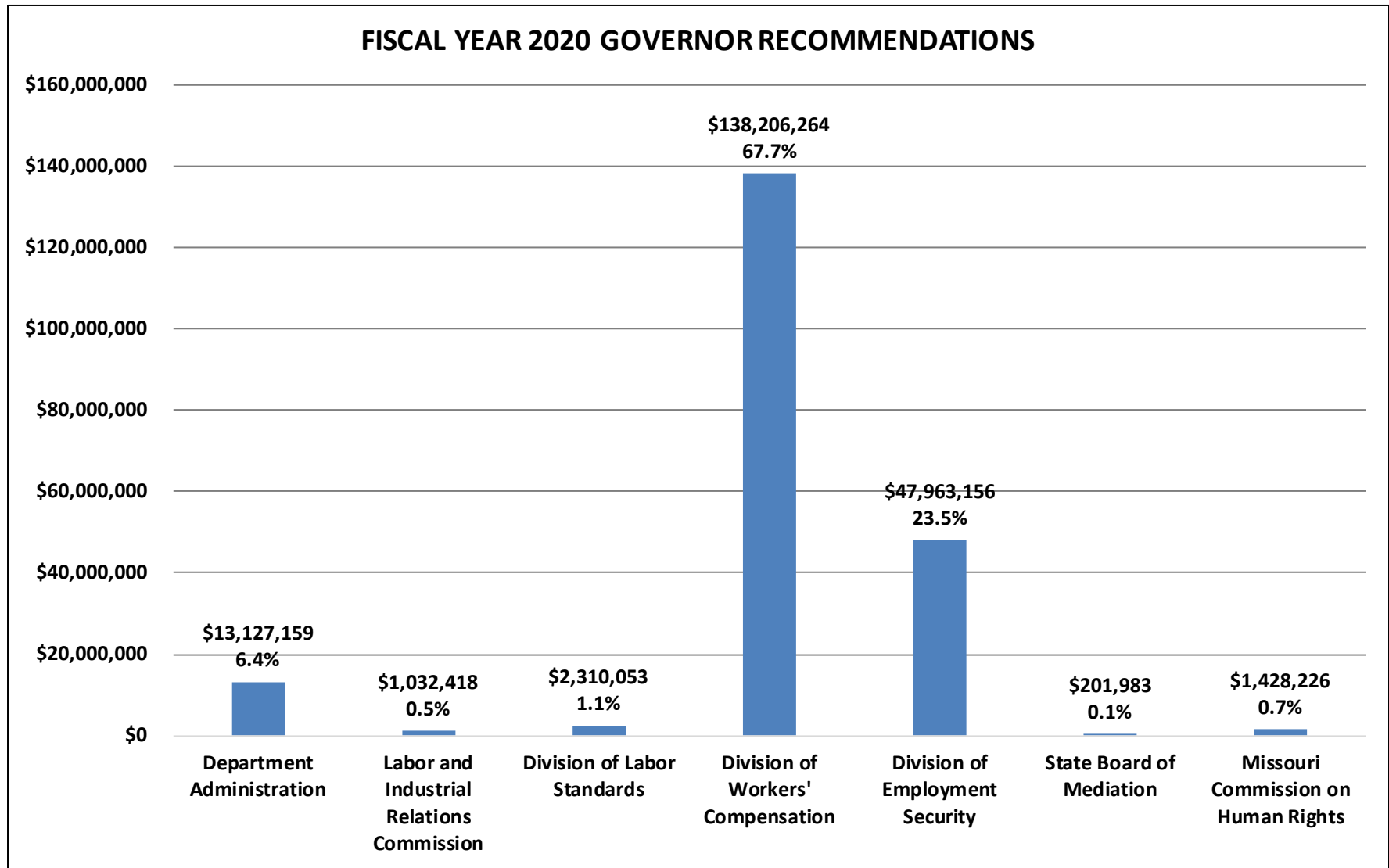
# DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

## FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 REQUEST	FY 2020 GOVERNOR RECOMMENDS
Department Administration	\$ 7,942,265	\$ 13,389,702	\$ 13,389,702	\$ 13,127,159
Labor and Industrial Relations Commission	776,695	1,012,520	1,018,039	1,032,418
Division of Labor Standards	1,624,039	2,163,898	2,400,620	2,310,053
Division of Workers' Compensation	108,699,375	141,271,953	137,832,018	138,206,264
Division of Employment Security	24,736,063	47,300,450	47,490,284	47,963,156
State Board of Mediation	116,964	123,480	229,542	201,983
Missouri Commission on Human Rights	1,364,321	1,766,236	1,601,837	1,428,226
State Legal Expense Fund Transfer	0	1	1	1
<b>DEPARTMENTAL TOTAL</b>	<b>\$ 145,259,722</b>	<b>\$ 207,028,240 *</b>	<b>\$ 203,962,043</b>	<b>\$ 204,269,260</b>
General Revenue Fund	1,621,319	2,150,828	2,653,534	2,341,532
Federal Funds	31,441,221	53,475,860	53,116,868	53,557,105
Martin Luther King, Jr. State Celebration Commission Fund	0	5,000	5,000	5,000
Tort Victims' Compensation Fund	0	7,004,836	3,704,836	3,704,836
Workers' Compensation Fund	10,519,290	12,153,473	12,324,912	12,483,908
Workers' Compensation Second Injury Fund	100,683,073	124,060,833	124,060,833	124,060,833
War on Terror Unemployment Compensation Fund	0	40,000	40,000	40,000
Child Labor Enforcement Fund	1,724	79,450	79,450	79,450
Workers Memorial Fund	0	250,000	150,000	150,000
Special Employment Security Fund	833,379	7,314,965	7,320,215	7,332,765
Unemployment Automation Fund	116,592	437,753	440,203	446,564
State Mine Inspection Fund	43,124	55,242	66,192	67,267
<b>Total Full-time Equivalent Employees</b>	<b>662.87</b>	<b>810.12</b>	<b>815.12</b>	<b>808.12</b>
General Revenue Fund	21.67	20.22	32.22	24.22
Federal Funds	491.29	613.54	606.04	604.04
Other Funds	149.91	176.36	176.86	179.86

\* Does not include \$122,762 recommended in the Fiscal Year 2019 Supplemental Appropriations. See the Supplemental section of the Missouri Budget for details regarding the Department of Labor and Industrial Relations supplemental appropriations.

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS



**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
DEPARTMENT ADMINISTRATION**

**FINANCIAL SUMMARY**

	<b>FY 2018 EXPENDITURE</b>	<b>FY 2019 APPROPRIATION</b>	<b>FY 2020 GOVERNOR RECOMMENDS</b>
Director and Staff	\$ 572,677	\$ 1,450,000	\$ 1,450,000
Administrative Services	7,369,588	11,939,702	11,677,159
<b>TOTAL</b>	<b>\$ 7,942,265</b>	<b>\$ 13,389,702</b>	<b>\$ 13,127,159</b>
<b>EXPENSE AND EQUIPMENT</b>			
Federal Funds	572,677	1,450,000	1,450,000
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	455,444	587,724	598,419
Federal Funds	4,781,656	9,147,060	8,876,127
Other Funds	2,132,488	2,204,918	2,202,613
<b>TOTAL</b>			
General Revenue Fund	455,444	587,724	598,419
Federal Funds	5,354,333	10,597,060	10,326,127
Other Funds	2,132,488	2,204,918	2,202,613
<b>Total Full-time Equivalent Employees</b>			
Federal Funds	<b>42.28</b>	<b>48.65</b>	<b>44.65</b>

The Director’s Office provides leadership and supervision in the areas of policy, operation, and interagency coordination. Functions centralized within the Director’s Office include administrative services, financial management, human resources, legislative and public relations, research and analysis, and legal services. (Although spending authority is appropriated to Department Administration, for purposes of the Executive Budget, certain funds appear in other divisions of the department to more clearly reflect where dollars are spent.)

**Fiscal Year 2020 Governor’s Recommendations**

- \$5,450 for increased transfer to the Department of Labor and Industrial Relations Administrative Fund for pay plan and related fringe costs.
- \$1,583 for increased transfer to the Department of Labor and Industrial Relations Administrative Fund for the remaining pay periods of the Fiscal Year 2019 approved pay plan and related fringe costs.
- \$3,662 for increased transfer to the Department of Labor and Industrial Relations Administrative Fund for pay plan and related fringe costs associated with the recently completed compensation study to move to market-based minimums.
- \$134,314 Workers’ Compensation Fund reallocated for realignment of the federal cost allocation plan.
- (\$273,238) federal and other funds core reduction from the Fiscal Year 2019 appropriation level.
- (\$134,314) federal funds reallocated for realignment of the federal cost allocation plan.
- (Four) staff reallocated to the Division of Workers’ Compensation to align with available resources.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
LABOR AND INDUSTRIAL RELATIONS COMMISSION**

**FINANCIAL SUMMARY**

	<b>FY 2018 EXPENDITURE</b>	<b>FY 2019 APPROPRIATION</b>	<b>FY 2020 GOVERNOR RECOMMENDS</b>
<b>Labor and Industrial Relations Commission</b>			
<b>TOTAL</b>	<b>\$ 776,695</b>	<b>\$ 1,012,520</b>	<b>\$ 1,032,418</b>
<b>PERSONAL SERVICE</b>			
General Revenue Fund	9,193	9,524	9,716
Federal Funds	418,325	524,911	500,856
Other Funds	321,034	418,663	462,424
<b>EXPENSE AND EQUIPMENT</b>			
General Revenue Fund	576	594	594
Federal Funds	11,569	32,724	30,573
Other Funds	15,998	26,104	28,255
<b>TOTAL</b>			
General Revenue Fund	9,769	10,118	10,310
Federal Funds	429,894	557,635	531,429
Other Funds	337,032	444,767	490,679
<b>Total Full-time Equivalent Employees</b>	<b>11.46</b>	<b>13.59</b>	<b>13.59</b>
General Revenue Fund	0.14	0.00	0.00
Federal Funds	6.46	7.71	7.21
Other Funds	4.86	5.88	6.38

The three-member Labor and Industrial Relations Commission reviews appeals at the highest administrative level in workers' compensation, unemployment compensation, tort victims' compensation, and prevailing wage cases. The commission conducts hearings and renders written opinions, which are subject to review by the judiciary. The commission is also charged with the statutory authority to approve or disapprove all rules and regulations promulgated by the divisions within the department.

**Fiscal Year 2020 Governor's Recommendations**

- \$14,379 for pay plan, including \$144 general revenue.
- \$5,519 for the remaining pay periods of the Fiscal Year 2019 approved pay plan, including \$48 general revenue.
- \$36,686 Workers' Compensation Fund and .5 staff reallocated for realignment of the federal cost allocation plan.
- (\$36,686) federal funds and (.5) staff reallocated for realignment of the federal cost allocation plan.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
DIVISION OF LABOR STANDARDS**

**FINANCIAL SUMMARY**

	<b>FY 2018 EXPENDITURE</b>	<b>FY 2019 APPROPRIATION</b>	<b>FY 2020 GOVERNOR RECOMMENDS</b>
Administration	\$ 459,775	\$ 418,895	\$ 505,701
On-Site Safety and Health Program	881,779	1,175,280	1,201,380
Mine Safety and Health Training Program	282,485	569,723	602,972
<b>TOTAL</b>	<b>\$ 1,624,039</b>	<b>\$ 2,163,898</b>	<b>\$ 2,310,053</b>
<b>PERSONAL SERVICE</b>			
General Revenue Fund	380,325	337,569	418,160
Federal Funds	703,261	913,661	935,529
Other Funds	230,464	248,989	285,386
<b>EXPENSE AND EQUIPMENT</b>			
General Revenue Fund	34,602	43,024	51,223
Federal Funds	226,535	488,544	470,544
Other Funds	48,852	132,011	149,111
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
Federal Funds	0	100	100
<b>TOTAL</b>			
General Revenue Fund	414,927	380,593	469,383
Federal Funds	929,796	1,402,305	1,406,173
Other Funds	279,316	381,000	434,497
<b>Total Full-time Equivalent Employees</b>			
General Revenue Fund	8.01	7.22	9.22
Federal Funds	15.58	18.27	18.27
Other Funds	4.61	5.23	5.23

The Division of Labor Standards exists to ensure the proper payment, safety, and health of Missouri workers. Staff conducts regular and special on-site inspections of businesses, industries, and commercial mines and caves. The division also provides free on-site safety and health consultations at the request of employers; ensures compliance with statutory provisions governing wage rates for public works projects; and conducts on-site inspections to assure compliance with Missouri's Child Labor Law.

**Fiscal Year 2020 Governor's Recommendations**

- \$79,511 and two staff for wage rate analysis pursuant to HB 1729 (2018).
- \$10,600 State Mine Inspection Fund to expedite replacement of specialized mining equipment.
- \$6,500 Workers' Compensation Fund for matching funds for safety and health consultation services.
- \$24,186 for pay plan, including \$6,171 general revenue.
- \$10,764 for the remaining pay periods of the Fiscal Year 2019 approved pay plan, including \$2,504 general revenue.
- \$2,594 for pay plan associated with the recently completed compensation study to move to market-based minimums, including \$604 general revenue.
- \$30,000 Workers' Compensation Fund reallocated from the Division of Workers' Compensation for oversight of the Mine and Cave Inspection Program.
- (\$18,000) federal funds core reduction from the Fiscal Year 2019 appropriation level.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
DIVISION OF WORKERS' COMPENSATION**

**FINANCIAL SUMMARY**

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Administration	\$ 8,016,302	\$ 10,211,120	\$ 10,445,431
Second Injury Fund Benefits	100,683,073	124,060,833	124,060,833
Tort Victims' Compensation Payments	0	7,000,000	3,700,000
<b>TOTAL</b>	<b>\$ 108,699,375</b>	<b>\$ 141,271,953</b>	<b>\$ 138,206,264</b>
<b>PERSONAL SERVICE</b>			
Federal Funds	0	0	78,625
Other Funds	7,225,268	8,085,173	8,370,199
<b>EXPENSE AND EQUIPMENT</b>			
Federal Funds	0	0	10,330
Other Funds	723,288	1,655,945	1,566,275
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	50,000	450,000	450,000
Other Funds	100,700,819	131,080,835	127,730,835
<b>TOTAL</b>			
General Revenue Fund	50,000	450,000	450,000
Federal Funds	0	0	88,955
Other Funds	108,649,375	140,821,953	137,667,309
<b>Total Full-time Equivalent Employees</b>	<b>125.75</b>	<b>143.25</b>	<b>148.25</b>
Federal Funds	0.00	0.00	2.00
Other Funds	125.75	143.25	146.25

**ADMINISTRATION**

The Division of Workers' Compensation processes all reports of job-related injuries and formal claims for compensation filed with the division under Missouri Workers' Compensation Law. The division also resolves disputes between an employee and employer/insurer through mediation and/or evidentiary hearings, which are conducted by the division's administrative law judges. The division administers the rehabilitation of seriously injured workers, resolves disputes concerning the reasonableness of medical fees and charges, reviews and approves applications by employers or group trusts for self-insurance authority, and investigates allegations of workers' compensation fraud and noncompliance.

**Fiscal Year 2020 Governor's Recommendations**

- \$122,762 Workers' Compensation Fund and one staff for an additional administrative law judge.
- \$70,048 federal and other funds for pay plan.
- \$41,465 federal and other funds for the remaining pay periods of the Fiscal Year 2019 approved pay plan.
- \$5,852 Workers' Compensation Fund for pay plan associated with the recently completed compensation study to move to market-based minimums.
- \$174,184 federal and other funds and four staff reallocated from Department Administration to align with available resources.
- (\$150,000) Workers' Compensation Fund core reduction from the Fiscal Year 2019 appropriation level.
- (\$30,000) Workers' Compensation Fund reallocated to the Division of Labor Standards for oversight of the Mine and Cave Inspection Program.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
DIVISION OF WORKERS' COMPENSATION**

**SECOND INJURY FUND BENEFITS**

The Workers' Compensation Second Injury Fund is designed to compensate an injured employee when a current work-related injury combines with a prior injury to create an increased combined disability. The fund is also responsible for payment of medical bills for injured employees when the employer fails to insure its workers' compensation liability. In addition, if an employee is killed, burial expenses and death benefits in the form of weekly payments to the surviving spouse or dependents are paid from the fund. The fund also provides benefits to injured employees undergoing physical rehabilitation. For injuries taking place after August 28, 1998, but no later than December 31, 2013, the fund provides second job lost wage benefits. SB 1, signed into law on July 10, 2013, authorized a supplemental surcharge to provide funding to pay backlogged claims that have been held due to insufficient resources in the Second Injury Fund.

**Fiscal Year 2020 Governor's Recommendations**

Continue funding at the current level.

**TORT VICTIMS' COMPENSATION PAYMENTS**

The Tort Victims' Compensation Fund provides benefits to individuals who have received a final monetary judgment in a civil case but who have been unable to collect all, or part of, the judgment entered against the defendant. The fund's exclusive revenue source is 50 percent of all punitive damage awards entered in civil cases in Missouri. Of this amount, 74 percent is used to pay tort victims, and the remaining 26 percent is transferred to the Basic Civil Legal Services Fund.

**Fiscal Year 2020 Governor's Recommendations**

- (\$3,300,000) Tort Victims' Compensation Fund core reduction from the Fiscal Year 2019 appropriation level.



**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
DIVISION OF EMPLOYMENT SECURITY**

**FINANCIAL SUMMARY**

	<b>FY 2018 EXPENDITURE</b>	<b>FY 2019 APPROPRIATION</b>	<b>FY 2020 GOVERNOR RECOMMENDS</b>
Administration	\$ 19,564,233	\$ 29,194,289	\$ 29,839,195
Special Employment Security Fund	682,379	7,066,161	7,083,961
War on Terror Unemployment Compensation Program	0	40,000	40,000
Employment and Training Payments	4,489,451	11,000,000	11,000,000
<b>TOTAL</b>	<b>\$ 24,736,063</b>	<b>\$ 47,300,450</b>	<b>\$ 47,963,156</b>
<b>PERSONAL SERVICE</b>			
Federal Funds	15,099,862	22,969,966	23,606,061
Other Funds	551,635	989,771	1,016,382
<b>EXPENSE AND EQUIPMENT</b>			
Federal Funds	3,817,497	5,086,526	5,086,526
Other Funds	244,167	6,519,123	6,519,123
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
Federal Funds	5,019,733	11,700,044	11,700,044
Other Funds	3,169	35,020	35,020
<b>TOTAL</b>			
Federal Funds	23,937,092	39,756,536	40,392,631
Other Funds	798,971	7,543,914	7,570,525
<b>Total Full-time Equivalent Employees</b>			
Federal Funds	425.18	539.21	539.21
Other Funds	14.69	22.00	22.00

**ADMINISTRATION**

The Division of Employment Security is responsible for determining employer liability, collecting unemployment compensation taxes from liable Missouri employers, paying unemployment benefits to eligible claimants, maintaining wage records of Missouri workers, and investigating cases involving possible fraud and benefit overpayments.

**Fiscal Year 2020 Governor's Recommendations**

- \$353,646 federal and other funds for pay plan.
- \$184,584 federal and other funds for the remaining pay periods of the Fiscal Year 2019 approved pay plan.
- \$106,676 federal and other funds for pay plan associated with the recently completed compensation study to move to market-based minimums.

**SPECIAL EMPLOYMENT SECURITY FUND**

The Special Employment Security Fund receives interest and penalties collected under the provisions of the Missouri Employment Security Law. Expenditures from this fund include refunds of overcollected interest and penalties and administrative expenses of the division not covered by federal monies. Federal interest assessments on Title XII advances to the Unemployment Compensation Trust Fund are also deposited into this fund until payment to the federal government is made.

**Fiscal Year 2020 Governor's Recommendations**

- \$8,600 Special Employment Security Fund for pay plan.
- \$5,250 Special Employment Security Fund for the remaining pay periods of the Fiscal Year 2019 approved pay plan.
- \$3,950 Special Employment Security Fund for pay plan associated with the recently completed compensation study to move to market-based minimums.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
DIVISION OF EMPLOYMENT SECURITY**

**WAR ON TERROR UNEMPLOYMENT COMPENSATION PROGRAM**

The War on Terror Unemployment Compensation Program provides enhanced unemployment benefits to veterans of the War on Terror who have been dismissed or demoted as a result of being deployed. Benefits are paid out of the War on Terror Unemployment Compensation Fund, which consists of administrative penalties paid by employers found in violation of the relevant statutory provisions.

**Fiscal Year 2020 Governor's Recommendations**

Continue funding at the current level.

**EMPLOYMENT AND TRAINING PAYMENTS**

The Division of Employment Security operates employment and training programs established and funded by the U.S. Department of Labor as authorized by the Disaster Unemployment Assistance and the Trade Adjustment Assistance programs. The division contracts with the Division of Workforce Development and others to provide a full range of services, which include referral to employer job openings, job readiness skills training, referral to classroom or employer training, and payment of support services such as transportation, subsistence, and relocation allowances.

**Fiscal Year 2020 Governor's Recommendations**

Continue funding at the current level.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
STATE BOARD OF MEDIATION**

**FINANCIAL SUMMARY**

	<b>FY 2018 EXPENDITURE</b>	<b>FY 2019 APPROPRIATION</b>	<b>FY 2020 GOVERNOR RECOMMENDS</b>
State Board of Mediation			
<b>TOTAL</b>	<b>\$ 116,964</b>	<b>\$ 123,480</b>	<b>\$ 201,983</b>
PERSONAL SERVICE	112,576	114,504	181,491
EXPENSE AND EQUIPMENT	4,388	8,976	20,492
<b>TOTAL</b>			
General Revenue Fund	116,964	123,480	201,983
<b>Total Full-time Equivalent Employees</b>	<b>2.30</b>	<b>2.00</b>	<b>4.00</b>
General Revenue Fund	2.30	2.00	4.00

The State Board of Mediation is a quasi-judicial board that is statutorily charged with determining appropriate bargaining units of public employees that request the establishment of such units and conducting elections to determine the exclusive bargaining representative for those units.

**Fiscal Year 2020 Governor’s Recommendations**

- \$72,454 and two staff for recertification elections for bargaining units and for publishing annual reports pursuant to HB 1413 (2018).
- \$2,643 for pay plan.
- \$719 for the remaining pay periods of the Fiscal Year 2019 approved pay plan.
- \$2,687 for pay plan associated with the recently completed compensation study to move to market-based minimums.

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
MISSOURI COMMISSION ON HUMAN RIGHTS**

**FINANCIAL SUMMARY**

	<b>FY 2018 EXPENDITURE</b>	<b>FY 2019 APPROPRIATION</b>	<b>FY 2020 GOVERNOR RECOMMENDS</b>
Missouri Commission on Human Rights	\$ 1,313,130	\$ 1,706,150	\$ 1,368,140
Martin Luther King Jr. State Celebration Commission	51,191	60,086	60,086
<b>TOTAL</b>	<b>\$ 1,364,321</b>	<b>\$ 1,766,236</b>	<b>\$ 1,428,226</b>
<b>PERSONAL SERVICE</b>			
General Revenue Fund	507,256	527,488	540,012
Federal Funds	673,186	959,340	708,546
<b>EXPENSE AND EQUIPMENT</b>			
General Revenue Fund	16,595	19,026	19,026
Federal Funds	101,319	202,884	103,144
Other Funds	0	600	600
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	50,364	52,398	52,398
Federal Funds	15,601	100	100
Other Funds	0	4,400	4,400
<b>TOTAL</b>			
General Revenue Fund	574,215	598,912	611,436
Federal Funds	790,106	1,162,324	811,790
Other Funds	0	5,000	5,000
<b>Total Full-time Equivalent Employees</b>			
	<b>27.70</b>	<b>32.70</b>	<b>25.70</b>
General Revenue Fund	11.22	11.00	11.00
Federal Funds	16.48	21.70	14.70

**MISSOURI COMMISSION ON HUMAN RIGHTS**

The statutory mandate of the Missouri Commission on Human Rights (MCHR) is to prevent and eliminate discrimination as prohibited by the Missouri Human Rights Act. The act requires the MCHR to investigate and resolve complaints of alleged discrimination in the areas of housing, employment, and public accommodations due to race, color, religion, national origin, ancestry, sex, disability, or age (in employment only) and familial status (in housing only). Through its education and outreach program, the MCHR reduces intergroup conflict and discourages illegal discrimination.

**Fiscal Year 2020 Governor's Recommendations**

- \$18,431 for pay plan, including \$7,970 general revenue.
- \$6,610 for the remaining pay periods of the Fiscal Year 2019 approved pay plan, including \$3,915 general revenue.
- \$1,277 for pay plan associated with the recently completed compensation study to move to market-based minimums, including \$639 general revenue.
- (\$364,328) and (seven) staff federal funds core reduction from the Fiscal Year 2019 appropriation level.

**MARTIN LUTHER KING JR. STATE CELEBRATION COMMISSION**

The Martin Luther King Jr. State Celebration Commission reviews proposals and recommends funding for distribution to organizations and communities across the state for appropriate activities in recognition and celebration of Martin Luther King Jr. Day in Missouri.

**Fiscal Year 2020 Governor's Recommendations**

Continue funding at the current level.