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DEPARTMENT DIRECTOR

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DEPUTY DEPARTMENT DIRECTOR

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

**Office of the Director and Division of 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, and Tort Victims' Compensation as well as objections to Prevailing Wage Orders.

**Division of Labor Standards (DLS)** is comprised of five sections. The Research and Analysis Section collects and analyzes data relating to occupational and work-related injuries and fatalities in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. 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. The Workers' Safety Program, funded by the Workers' Compensation Fund, certifies the safety programs of workers' compensation insurance carriers, certifies safety consultants and rehabilitation facilities for Second Injury Fund rehabilitation benefits, and assists employers in developing programs to improve workplace safety and eliminate hazards.

**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 workers. 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.



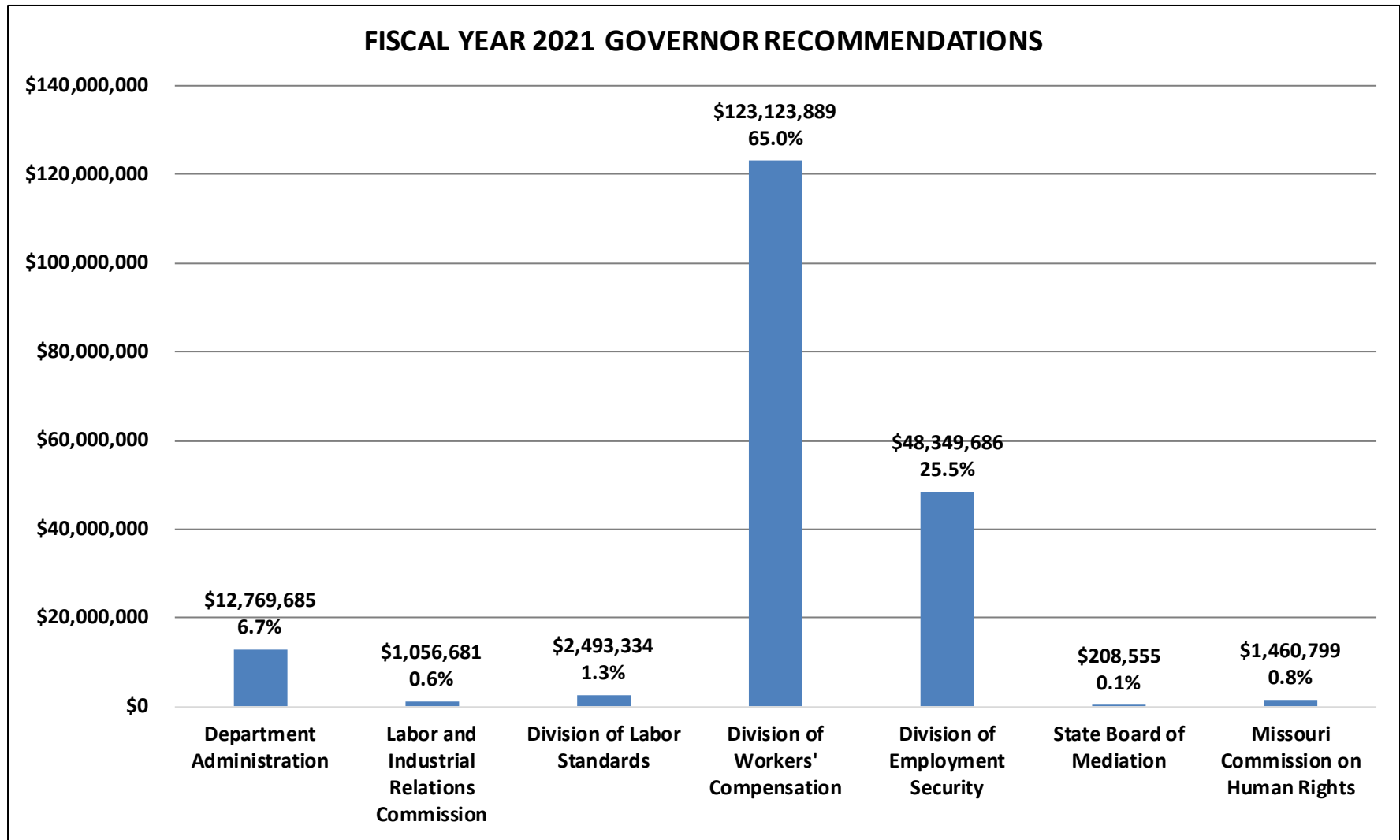
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# DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

## FINANCIAL SUMMARY

	FY 2019 EXPENDITURE	FY 2020 APPROPRIATION	FY 2021 REQUEST	FY 2021 GOVERNOR RECOMMENDS
Department Administration	\$ 8,777,096	\$ 13,136,227	\$ 12,696,271	\$ 12,769,685
Labor and Industrial Relations Commission	896,671	1,032,418	1,046,823	1,056,681
Division of Labor Standards	1,578,651	2,269,227	2,475,878	2,493,334
Division of Workers' Compensation	109,264,806	138,179,224	119,081,763	123,123,889
Division of Employment Security	21,231,312	47,804,776	48,111,345	48,349,686
State Board of Mediation	105,552	201,983	207,342	208,555
Missouri Commission on Human Rights	1,211,488	1,428,226	1,448,427	1,460,799
State Legal Expense Fund Transfer	0	1	1	1
<b>DEPARTMENTAL TOTAL</b>	<b>\$ 143,065,576</b>	<b>\$ 204,052,082</b>	<b>\$ 185,067,850</b>	<b>\$ 189,462,630</b>
General Revenue Fund	1,814,817	2,300,836	2,329,969	2,353,485
Federal Funds	28,891,227	53,404,850	52,902,277	53,186,932
Martin Luther King, Jr. State Celebration Commission Fund	0	5,000	5,000	5,000
Tort Victims' Compensation Fund	6,286,069	3,704,836	3,704,836	7,704,836
Workers' Compensation Fund	10,953,650	12,459,681	12,929,017	13,004,956
Workers' Compensation - Second Injury Fund	94,334,972	124,060,833	105,060,833	105,060,833
War on Terror Unemployment Compensation Fund	0	40,000	40,000	40,000
Child Labor Enforcement Fund	2,745	79,450	79,687	79,543
Workers Memorial Fund	0	150,000	150,000	150,000
Special Employment Security Fund	727,457	7,332,765	7,345,315	7,351,262
Unemployment Automation Fund	0	446,564	452,925	457,292
State Mine Inspection Fund	54,639	67,267	67,991	68,491
<b>Total Full-time Equivalent Employees</b>	<b>629.80</b>	<b>800.12</b>	<b>800.12</b>	<b>677.12</b>
General Revenue Fund	20.12	21.22	21.22	21.22
Federal Funds	457.97	600.04	599.04	476.04
Other Funds	151.71	178.86	179.86	179.86

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS



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

**FINANCIAL SUMMARY**

	<b>FY 2019 EXPENDITURE</b>	<b>FY 2020 APPROPRIATION</b>	<b>FY 2021 GOVERNOR RECOMMENDS</b>
Director and Staff	\$ 358,971	\$ 1,450,000	\$ 1,010,000
Administrative Services	8,418,125	11,686,227	11,759,685
<b>TOTAL</b>	<b>\$ 8,777,096</b>	<b>\$ 13,136,227</b>	<b>\$ 12,769,685</b>
General Revenue Fund	570,091	598,549	613,470
Federal Funds	6,348,694	10,332,252	9,621,123
Other Funds	1,858,311	2,205,426	2,535,092
<b>Total Full-time Equivalent Employees</b>	<b>39.75</b>	<b>44.65</b>	<b>47.65</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 2021 Governor’s Recommendations**

- \$63,079 for performance incentives for high-achieving department employees, including \$2,638 general revenue.
- \$6,529 for increased transfer to the Department of Labor and Industrial Relations Administrative Fund for pay plan and related fringe costs.
- \$8,996 for increased transfer to the Department of Labor and Industrial Relations Administrative Fund for the remaining pay periods of the Fiscal Year 2020 approved pay plan and related fringe costs.
- \$3,922 for increased transfer to the Department of Labor and Industrial Relations Administrative Fund for the remaining pay periods of the Fiscal Year 2020 approved pay plan and related fringe costs associated with the recently completed compensation study to move to market-based minimums.
- \$307,210 Workers’ Compensation Fund reallocated for realignment of the federal cost allocation plan.
- Three staff reallocated from the Division of Employment Security to align with available resources.
- (\$440,000) federal funds core reduction from the Fiscal Year 2020 appropriation level.
- (\$307,210) reallocated for realignment of the federal cost allocation plan, including (\$7,034) general revenue.
- (\$9,068) reallocated to various divisions for mileage reimbursement costs, including (\$130) general revenue.

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

**FINANCIAL SUMMARY**

	FY 2019 EXPENDITURE	FY 2020 APPROPRIATION	FY 2021 GOVERNOR RECOMMENDS
Labor and Industrial Relations Commission			
<b>TOTAL</b>	<b>\$ 896,671</b>	<b>\$ 1,032,418</b>	<b>\$ 1,056,681</b>
General Revenue Fund	9,809	10,310	17,653
Federal Funds	453,451	531,429	463,514
Other Funds	433,411	490,679	575,514
<b>Total Full-time Equivalent Employees</b>	<b>12.21</b>	<b>13.59</b>	<b>13.59</b>

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 2021 Governor's Recommendations**

- \$9,874 for pay plan, including \$165 general revenue.
- \$14,379 for the remaining pay periods of the Fiscal Year 2020 approved pay plan, including \$144 general revenue.
- \$79,660 and one staff reallocated for realignment of the federal cost allocation plan, including \$7,034 general revenue.
- \$10 Workers' Compensation Fund reallocated from Department Administration for mileage costs.
- (\$79,660) federal funds and (one) staff reallocated for realignment of the federal cost allocation plan.

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

**FINANCIAL SUMMARY**

	<b>FY 2019 EXPENDITURE</b>	<b>FY 2020 APPROPRIATION</b>	<b>FY 2021 GOVERNOR RECOMMENDS</b>
Administration	\$ 278,553	\$ 464,875	\$ 654,156
On-Site Safety and Health Program	977,296	1,201,380	1,223,908
Mine Safety and Health Training Program	322,802	602,972	615,270
<b>TOTAL</b>	<b>\$ 1,578,651</b>	<b>\$ 2,269,227</b>	<b>\$ 2,493,334</b>
General Revenue Fund	349,183	428,557	438,243
Federal Funds	953,952	1,406,173	1,522,123
Other Funds	275,516	434,497	532,968
<b>Total Full-time Equivalent Employees</b>	<b>27.75</b>	<b>31.72</b>	<b>35.72</b>

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 2021 Governor’s Recommendations**

- \$17,887 for pay plan, including \$3,900 general revenue.
- \$25,442 for the remaining pay periods of the Fiscal Year 2020 approved pay plan, including \$5,101 general revenue.
- \$2,594 for the remaining pay periods of the Fiscal Year 2020 approved pay plan associated with the recently completed compensation study to move to market-based minimums, including \$604 general revenue.
- \$177,910 federal and other funds and four staff reallocated from the Division of Workers’ Compensation to align with available resources.
- \$274 reallocated from Department Administration for mileage reimbursement costs, including \$81 general revenue.

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

**FINANCIAL SUMMARY**

	<b>FY 2019 EXPENDITURE</b>	<b>FY 2020 APPROPRIATION</b>	<b>FY 2021 GOVERNOR RECOMMENDS</b>
Administration	\$ 8,643,765	\$ 10,418,391	\$ 10,363,056
Second Injury Fund Benefits	94,334,972	124,060,833	105,060,833
Tort Victims' Compensation Payments	6,286,069	3,700,000	7,700,000
<b>TOTAL</b>	<b>\$ 109,264,806</b>	<b>\$ 138,179,224</b>	<b>\$ 123,123,889</b>
General Revenue Fund	199,969	450,000	450,000
Federal Funds	0	88,955	0
Other Funds	109,064,837	137,640,269	122,673,889
<b>Total Full-time Equivalent Employees</b>	<b>125.10</b>	<b>147.25</b>	<b>143.25</b>

**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 2021 Governor's Recommendations**

- \$46,291 Workers' Compensation Fund for pay plan.
- \$67,722 Workers' Compensation Fund for the remaining pay periods of the Fiscal Year 2020 approved pay plan.
- \$5,852 Workers' Compensation Fund for the remaining pay periods of the Fiscal Year 2020 approved pay plan associated with the recently completed compensation study to move to market-based minimums.
- \$2,710 Workers' Compensation Fund reallocated from Department Administration for mileage reimbursement costs.
- (\$177,910) federal and other funds and (four) staff reallocated to the Division of Labor Standards to align with available resources.

**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 Workers' Compensation - Second Injury Fund.

**Fiscal Year 2021 Governor's Recommendations**

- (\$19,000,000) Workers' Compensation -Second Injury Fund core reduction from the Fiscal Year 2020 appropriation level.

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

**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 2021 Governor's Recommendations**

- \$4,000,000 Tort Victims' Compensation Fund for the payment of claims to tort victims.



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

**FINANCIAL SUMMARY**

	<b>FY 2019 EXPENDITURE</b>	<b>FY 2020 APPROPRIATION</b>	<b>FY 2021 GOVERNOR RECOMMENDS</b>
Administration	\$ 18,751,935	\$ 29,680,815	\$ 30,207,228
Special Employment Security Fund	727,457	7,083,961	7,102,458
War on Terror Unemployment Compensation Program	0	40,000	40,000
Employment and Training Payments	1,751,920	11,000,000	11,000,000
<b>TOTAL</b>	<b>\$ 21,231,312</b>	<b>\$ 47,804,776</b>	<b>\$ 48,349,686</b>
Federal Funds	20,503,855	40,234,251	40,749,936
Other Funds	727,457	7,570,525	7,599,750
<b>Total Full-time Equivalent Employees</b>	<b>398.32</b>	<b>535.21</b>	<b>409.21</b>

**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 2021 Governor’s Recommendations**

- \$240,515 federal and other funds for pay plan.
- \$353,646 federal and other funds for the remaining pay periods of the Fiscal Year 2020 approved pay plan.
- \$106,676 federal funds for the remaining pay periods of the Fiscal Year 2020 approved pay plan associated with the recently completed compensation study to move to market-based minimums.
- \$5,710 federal funds reallocated from Department Administration for mileage reimbursement costs.
- (\$180,134) federal funds and (three) staff reallocated to align with available resources.
- (123) staff core reduction from the Fiscal Year 2020 appropriation level.

**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 2021 Governor’s Recommendations**

- \$5,947 Special Employment Security Fund for pay plan.
- \$8,600 Special Employment Security Fund for the remaining pay periods of the Fiscal Year 2020 approved pay plan.
- \$3,950 Special Employment Security Fund for the remaining pay periods of the Fiscal Year 2020 approved 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 2021 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 2021 Governor's Recommendations**

Continue funding at the current level.

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

**FINANCIAL SUMMARY**

	<b>FY 2019 EXPENDITURE</b>	<b>FY 2020 APPROPRIATION</b>	<b>FY 2021 GOVERNOR RECOMMENDS</b>
State Board of Mediation			
<b>TOTAL</b>	<b>\$ 105,552</b>	<b>\$ 201,983</b>	<b>\$ 208,555</b>
General Revenue Fund	105,552	201,983	208,555
<b>Total Full-time Equivalent Employees</b>	<b>2.04</b>	<b>2.00</b>	<b>2.00</b>

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 2021 Governor’s Recommendations**

- \$1,232 for pay plan.
- \$2,643 for the remaining pay periods of the Fiscal Year 2020 approved pay plan.
- \$2,687 for the remaining pay periods of the Fiscal Year 2020 approved pay plan associated with the recently completed compensation study to move to market-based minimums.
- \$10 reallocated from Department Administration for mileage reimbursement costs.

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

**FINANCIAL SUMMARY**

	<b>FY 2019 EXPENDITURE</b>	<b>FY 2020 APPROPRIATION</b>	<b>FY 2021 GOVERNOR RECOMMENDS</b>
Missouri Commission on Human Rights	\$ 1,158,055	\$ 1,368,140	\$ 1,400,676
Martin Luther King Jr. State Celebration Commission	53,433	60,086	60,123
<b>TOTAL</b>	<b>\$ 1,211,488</b>	<b>\$ 1,428,226</b>	<b>\$ 1,460,799</b>
General Revenue Fund	580,213	611,436	625,563
Federal Funds	631,275	811,790	830,236
Other Funds		5,000	5,000
<b>Total Full-time Equivalent Employees</b>	<b>24.63</b>	<b>25.70</b>	<b>25.70</b>

**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 2021 Governor’s Recommendations**

- \$12,668 for pay plan, including \$5,479 general revenue.
- \$18,431 for the remaining pay periods of the Fiscal Year 2020 approved pay plan, including \$7,970 general revenue.
- \$1,277 for the remaining pay periods of the Fiscal Year 2020 approved pay plan associated with the recently completed compensation study to move to market-based minimums, including \$639 general revenue.
- \$160 reallocated from Department Administration for mileage reimbursement costs, including \$2 general revenue.

**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 2021 Governor’s Recommendations**

- \$37 reallocated from Department Administration for mileage reimbursement costs.