

DIVISION OF PERSONNEL  
 Services Provided to Merit System  
 Uniform Classification and Pay System (UCP) and  
 Non-UCP Executive Branch Agencies

Uniform Classification and Pay System (UCP)		
Merit System Agencies	Non-Merit UCP Agencies	Non-Merit & Non UCP
Office of Administration		Office of Administration
		Ethics Commission
	Department of Agriculture <sup>1</sup>	
		Department of Conservation
Department of Corrections		
	Department of Elementary and Secondary Education <sup>2 &amp; 3</sup>	Department of Elementary and Secondary Education <sup>3</sup>
Department of Economic Development	Department of Economic Development	
Housing Development Commission	Administrative Services	
Public Counsel	Arts Council	
Business & Community Services - Labor Market Information Team	Business & Community Services	
Workforce Development	Public Service Commission	
Tourism	Women's Council	
	Division of Energy <sup>1</sup>	
Department of Health and Senior Services		
	Department of Higher Education (Coordinating Board only) <sup>2</sup>	
	Department of Insurance, Financial Institutions and Professional Registration	Department of Insurance, Financial Institutions and Professional Registration
	Division of Insurance Company Regulation	Financial Examiners <sup>4</sup>
	Division of Insurance Market Regulation	Market Conduct Examiners <sup>4</sup>
	Division of Insurance Consumer Affairs	Division of Finance
	Division of Administration	Division of Credit Unions
	Division of Professional Registration	
Department of Labor and Industrial Relations	Department of Labor and Industrial Relations	
Administration Operations	Commission on Human Rights	
Employment Security	Labor & Industrial Relations Commission	
Labor Standards (partially Merit)	Labor Standards (partially Non-Merit, UCP)	
Fraud & Non-compliance Unit (Division of Workers Compensation)	Workers Compensation	
Department of Mental Health		
Department of Natural Resources		
Department of Public Safety	Department of Public Safety	Department of Public Safety
SEMA	Adjutant General	MSHP Uniformed Members
Capitol Police	Fire Safety	
Veterans' Commission	Gaming Commission	
	Alcohol & Tobacco Control	
	Office of Director	
	MSHP Civilian Employees <sup>2</sup>	
	Department of Revenue	
	Lottery Commission	
	State Tax Commission	
Department of Social Services		
		Department of Transportation
		Non-Executive Branch
		Elected Officials
		Legislative Branch
		Judicial Branch
		State Public Defender
		State Colleges & Universities
FUNCTIONS		
Merit System Agencies	Non-Merit UCP Agencies	Non-Merit & Non UCP <sup>5</sup>
Certification, Selection, Appointment, Probation		
Classification and Pay	Classification and Pay	
Hours of Work, Overtime, Leave	Hours of Work, Overtime, Leave	Hours of Work, Overtime, Leave
Political Activity		
Performance Appraisal	Performance Appraisal	
Management & Supervisory Training	Management & Supervisory Training	Management & Supervisory Training
Labor Relations Coordination	Labor Relations Coordination	Labor Relations Coordination
Separation, Suspension, Dismissal for Cause and Appeals	Appeal of Dismissal <sup>6</sup>	Appeal of Dismissal <sup>6</sup>
MAIRS/EASe Administration and Reporting		
SAMII HR/Payroll Table Maintenance, Reporting and	SAMII HR/Payroll Table Maintenance, Reporting and	SAMII HR/Payroll Table Maintenance, Reporting and
Agency Assistance	Agency Assistance	Agency Assistance

<sup>1</sup> Land Survey and Division of Energy became non-merit in August 2013 as the result of House Bill 28 and Executive Order 13-03. Employees possessing merit status prior to these transfers remain covered under such provisions until such time that existing employment ends or employees voluntarily elect to change positions.

<sup>2</sup> Department of Elementary and Secondary Education, Coordinating Board for Higher Education and Highway Patrol Civilian employees have not yet fully been converted to the UCP System.

<sup>3</sup> Attorney General's Opinion #120-91 indicates that constitutional provisions exempt "professional" employees from UCP coverage.

<sup>4</sup> RSMo 374.115. Insurance examiners appointed or employed by the director of the department of insurance, financial institutions and professional registration shall be compensated according to the applicable levels established and published by the National Association of Insurance Commissioners.

<sup>5</sup> 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.

<sup>6</sup> RSMo 36.390 7.) The provisions for appeals provided for dismissals of regular merit employees may be adopted by non-merit agencies of the state for any or all employees of such agencies. 8.) Agencies not adopting the provisions for appeals shall adopt dismissal procedures substantially similar to those provided for merit employees. However, these procedures need not apply to employees in policy-making positions, or to members of military