

**PROGRAM DESCRIPTION**

**Department of Labor and Industrial Relations**

**HB Section(s): 7.820**

**Wage and Hour Program**

**Program is found in the following core budget(s): Division of Labor Standards**

**1a. What strategic priority does this program address?**

Growth: Foster a business environment to support economic development.

**1b. What does this program do?**

- Mediates employment and pay disputes between workers and employers so workers receive proper compensation and employers are able to avoid penalties and litigation.
- Encourages youth employment for gainful work experience and reviews and issues youth work certificates and entertainment permits to protect the rights, safety, and education of working youth in Missouri.
- Determines prevailing wage and average hourly wage rates for public bodies and contractors in order to comply with Sections 290.210 - 290.340, RSMo.

**2a. Provide an activity measure(s) for the program.**

<i>Numbers are not unduplicated between categories</i>		FY 2019		FY 2020		FY 2021		FY 2022	FY 2023	FY 2024
		Projected	Actual	Projected	Actual	Projected	Actual	Projected	Projected	Projected
<b>Minimum Wage</b>										
	Businesses and Employees Assisted	18,229	20,319	20,725	23,190	23,654	18,487	18,857	19,423	20,066
	Complaints Received	947	760	775	983	1,003	868	885	912	939
	Complaints Closed	721	770	785	972	991	903	921	949	977
<b>Youth Employment</b>										
	Businesses and Employees Assisted	2,984	3,813	3,889	4,322	4,409	3,791	3,867	3,983	4,102
	Complaints Received	25	14	14	16	16	9	9	9	9
	Complaints Closed <sup>2</sup>	20	18	18	53	54	17	17	18	19
	Youth Work Certificates Issued	5,145	5,781	5,897	4,934	5,033	6,697	6,831	7,036	7,247
<b>Prevailing Wage</b>										
	Businesses and Employees Assisted	3,434	3,132	3,195	3,507	3,577	2,369	2,416	2,488	2,563
	Complaints Received	186	47	48	13	13	53	54	56	58
	Complaints Closed <sup>1</sup>	0	47	48	13	13	46	47	48	49

<sup>1</sup> Due to budget constraints, prevailing wage complaints received in FY 2019 were tracked, but administratively closed without further investigation.

<sup>2</sup> FY 20 and FY 21 Actual Complaints Closed includes routine violations found as a result of Outreach visits.

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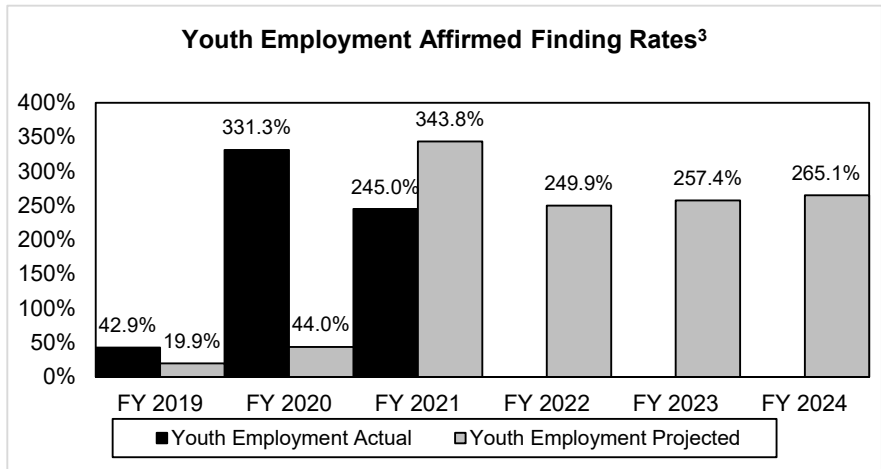
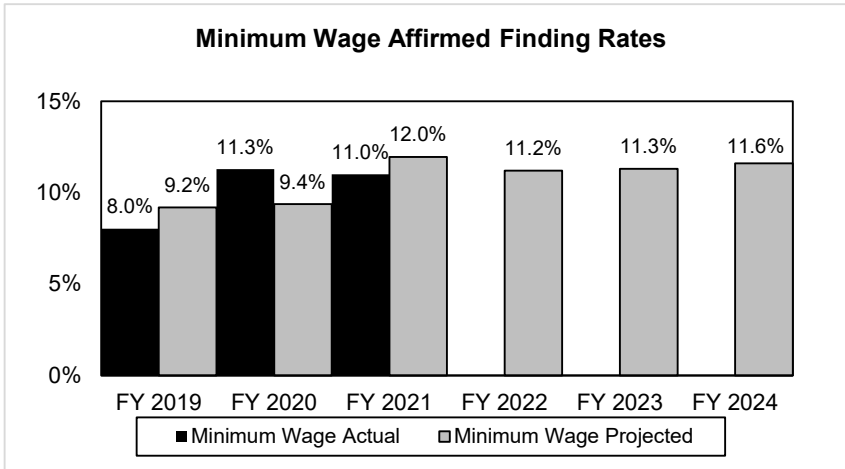
**Department of Labor and Industrial Relations**

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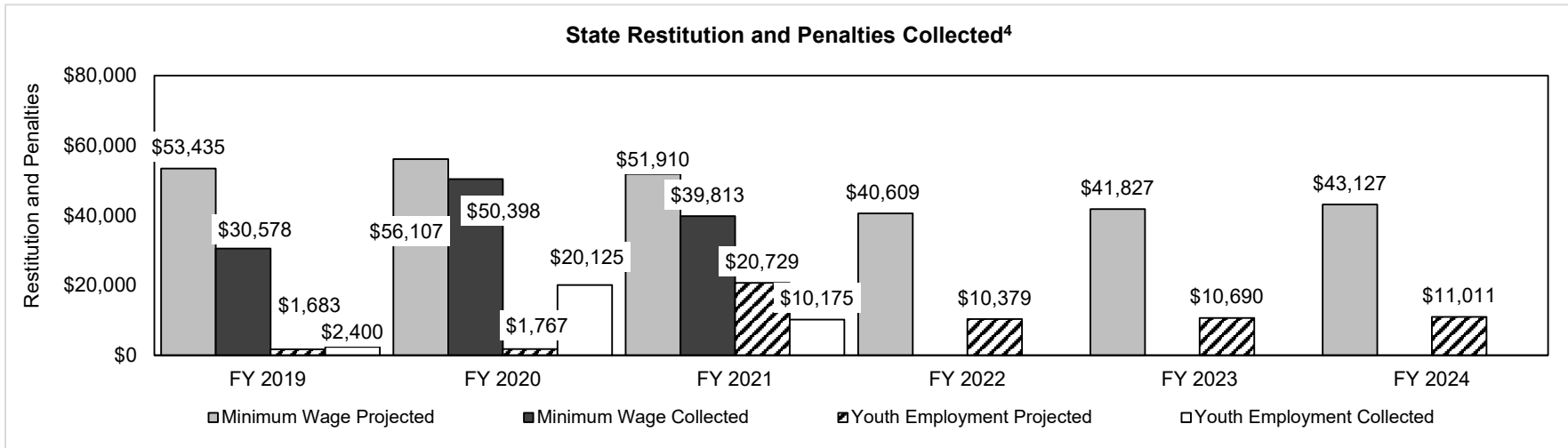
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**2b. Provide a measure(s) of the program's quality.**



<sup>3</sup> FY20 Youth Employment actuals reflect the increased number of cases closed over those received due to increased Outreach visits. Each complaint may result in multiple youth impacted, resulting in percentage greater than 100%.

**2c. Provide a measure(s) of the program's impact.**



<sup>4</sup> The FY2022 and FY2023 Youth Employment projections for the number of workers assisted and substantiated violations reflects a surge due to the increase in Outreach visits.

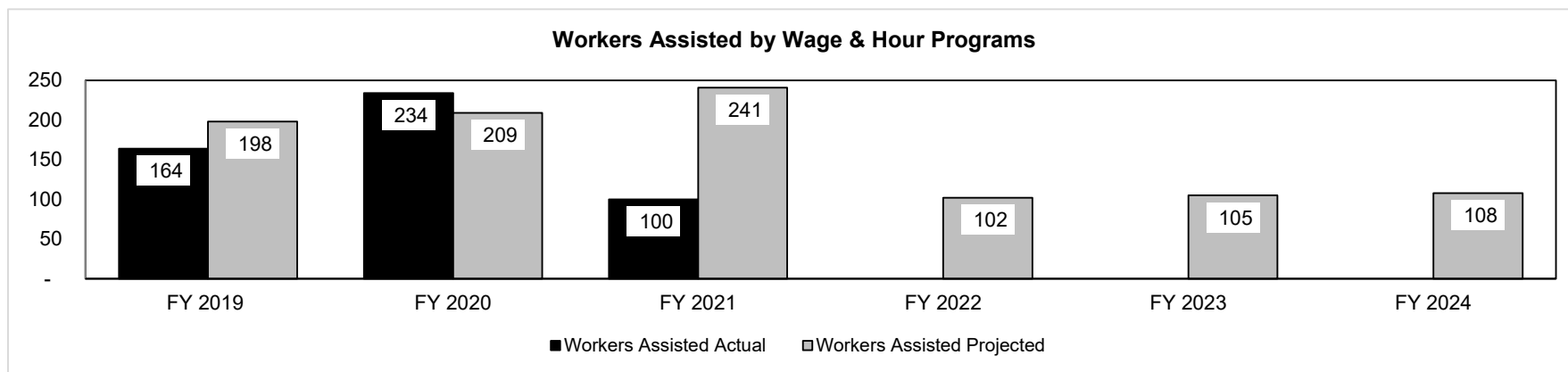
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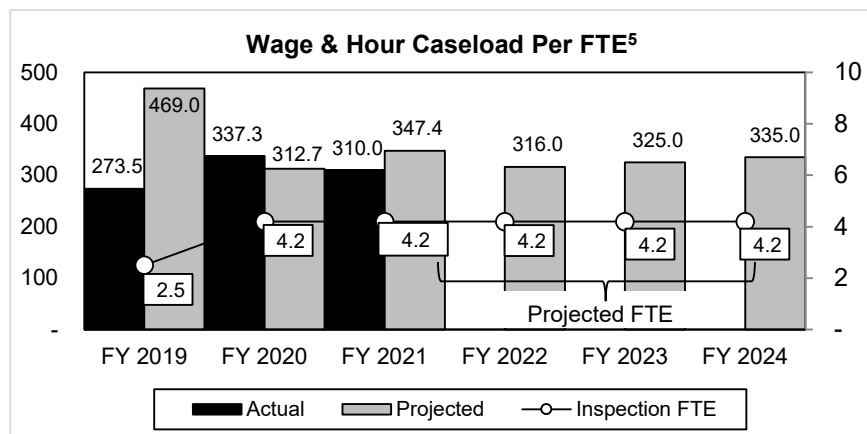
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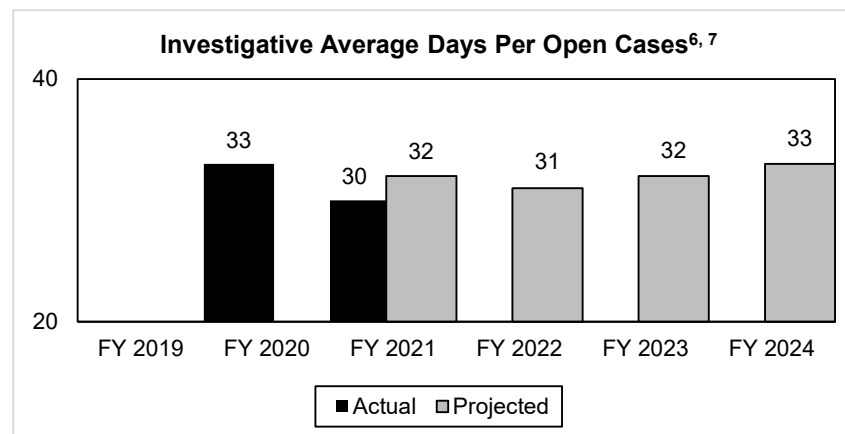
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**2d. Provide a measure(s) of the program's efficiency.**



<sup>5</sup>In FY 2019, prevailing wage complaints were taken; however, the cases were not investigated due to budget constraints.



<sup>6</sup>In FY 2019, prevailing wage complaints were taken; however, the cases were not investigated due to budget constraints. Actual data is not available for that year.

<sup>7</sup>In FY 2020, hours per case decreased due to an additional FTE assisting with reducing the backlog of cases.

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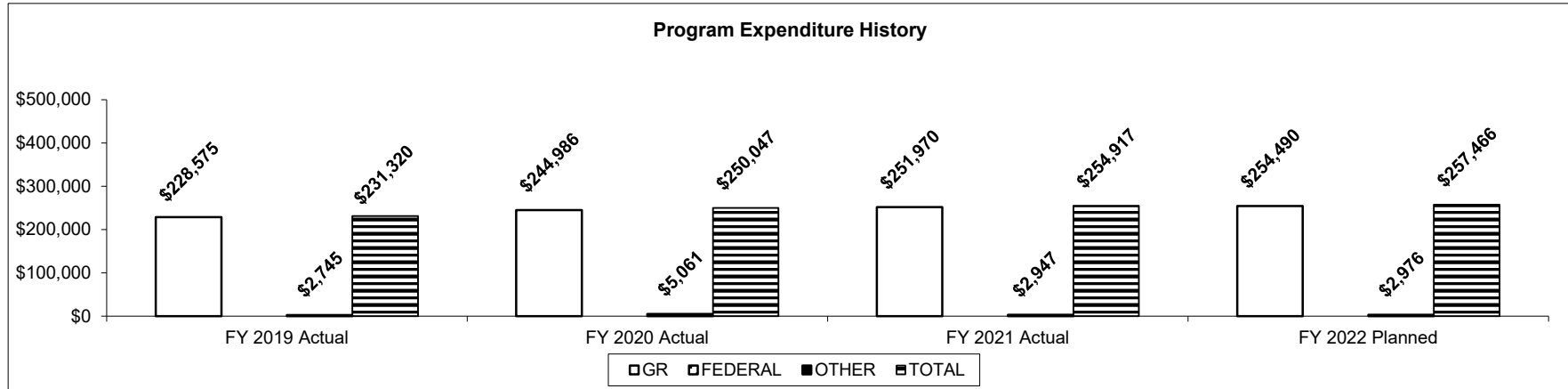
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3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



	FY 2019 Actual <sup>8</sup>		FY 2020 Actual		FY 2021 Actual		FY 2022 Planned	
	Funds	FTE	Funds	FTE	Funds	FTE	Funds	FTE
Minimum Wage	\$107,429	2.21	\$116,344	2.35	\$121,952	2.52	\$123,171	2.52
Prevailing Wage	\$49,553	0.84	\$52,436	0.85	\$48,695	0.85	\$49,182	0.85
Wage and Hour	\$21,584	0.82	\$40,311	0.76	\$36,528	1.15	\$36,893	1.15
Youth Employment	\$31,170	0.57	\$40,956	0.66	\$47,315	0.87	\$47,788	0.87
<b>TOTAL</b>	<b>\$209,736</b>	<b>4.44</b>	<b>\$250,047</b>	<b>4.62</b>	<b>\$254,490</b>	<b>5.39</b>	<b>\$257,035</b>	<b>5.39</b>

<sup>8</sup>FY 2019 Actual expenditures reflect the 10% appropriation flexibility used to fund the calculation process for prevailing wage. There were no investigative duties funded in FY 2019. Division administrative costs are excluded from the chart.

4. What are the sources of the "Other " funds?

Child Labor Fund

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

Chapters 290 and 294, RSMo.

6. Are there federal matching requirements? If yes, please explain.

No

7. Is this a federally mandated program? If yes, please explain.

No