

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.

Numbers are not unduplicated between categories	FY 2020		FY 2021		FY 2022		FY 2023	FY 2024	FY 2025
	Projected	Actual	Projected	Actual	Projected	Actual ²	Projected	Projected	Projected
Minimum Wage									
Businesses and Employees Assisted	20,725	23,190	23,654	18,487	18,857	19,514	19,423	20,066	20,668
Complaints Received	775	983	1,003	868	885	1,215	912	939	967
Complaints Closed	785	972	991	903	921	1,201	949	977	1006
Youth Employment									
Businesses and Employees Assisted	3,889	4,322	4,409	3,791	3,867	6,261	3,983	4,102	4,225
Complaints Received	14	16	16	9	9	67	9	9	9
Complaints Closed ¹	18	53	54	17	17	67	18	19	20
Youth Work Certificates Issued	5,897	4,934	5,033	6,697	6,831	10,152	7,036	7,247	7,464
Prevailing Wage									
Businesses and Employees Assisted	3,195	3,507	3,577	2,369	2,416	3,372	2,488	2,563	2,640
Complaints Received	48	13	13	53	54	32	56	58	60
Complaints Closed	48	13	13	46	47	34	48	49	50

¹ FY 2020 and FY 2021 Actual Complaints Closed includes routine violations found as a result of Outreach visits.

² In FY 2022 DLS received double the amount of work certificates to employ youth workers as a direct result of businesses impacted by the labor shortage. Increase in employment resulted in receipt of four times the amounts of child labor complaints associated with youth workers. This increased the amount of constituent contact needed to provide information to the additional employees and the businesses who hired them.

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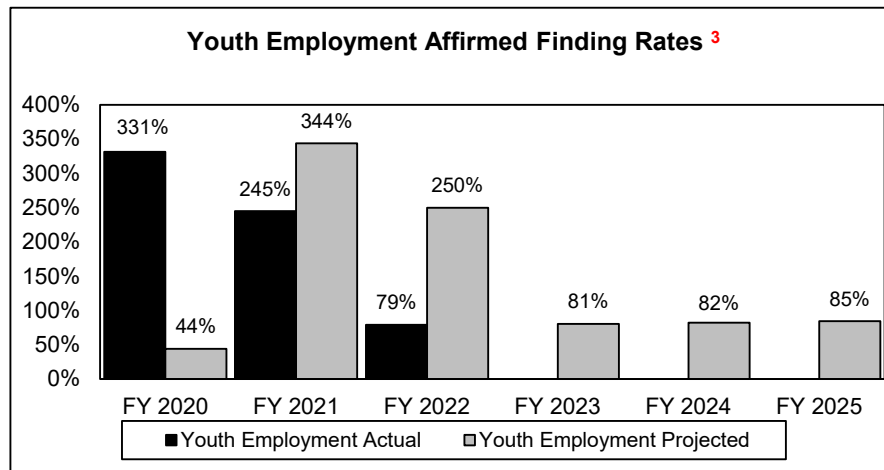
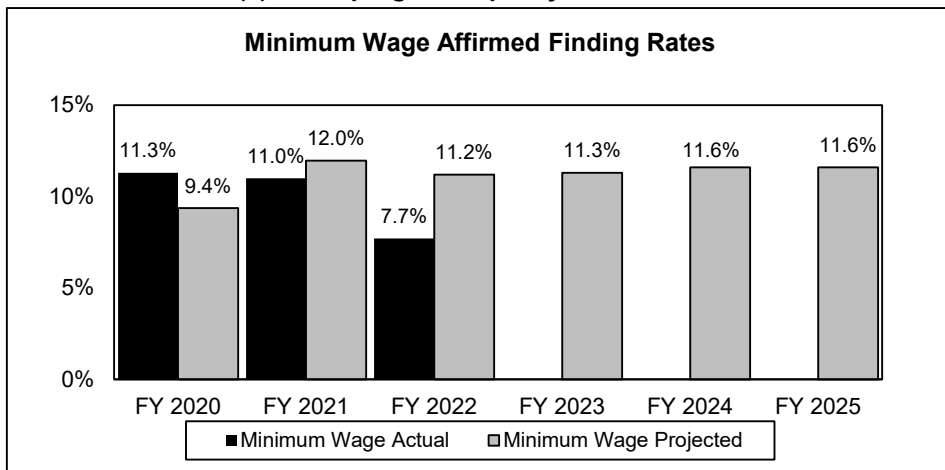
Department of Labor and Industrial Relations

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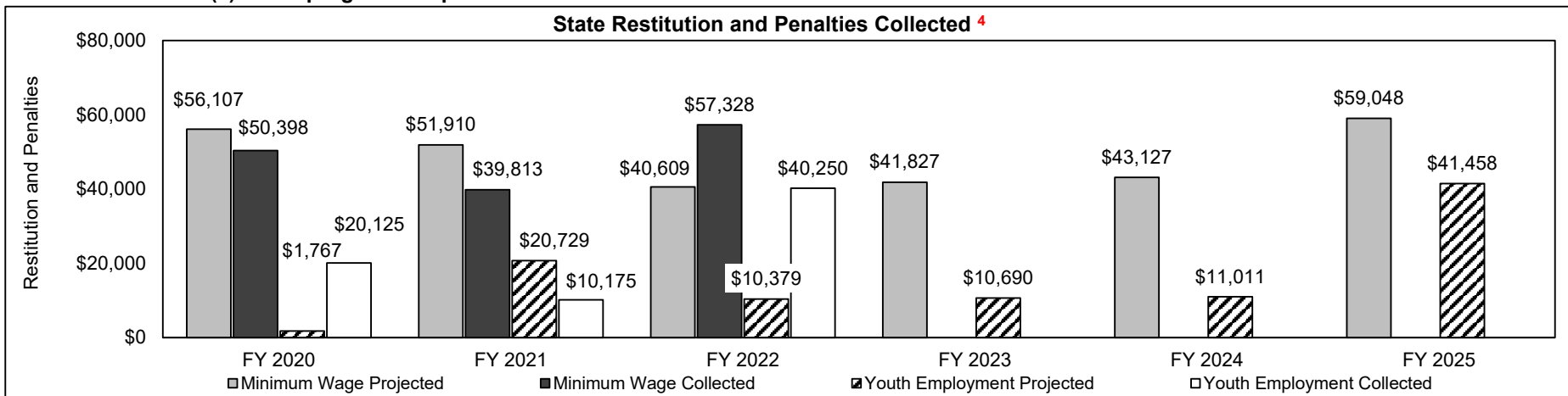
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2b. Provide a measure(s) of the program's quality.



³ FY 2020 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%. Based on recent survey information received, DLS projects those numbers to go back up to their historical median averages. In FY 2022 DLS started to include routine outreach numbers with the complaints received resulting in lowered actuals, as such projected was recalculated for FY 2023 and ongoing.

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



⁴ The FY 2022 and FY 2023 Youth Employment projections for the number of workers assisted and substantiated violations reflects a surge due to the increase in Outreach visits. Based on the increase in youth employment and constituent complaints, DLS actively increased the number of outreach visits to insure safer work environments and provide greater educational assistance to employers increasing FY 2025 projections.

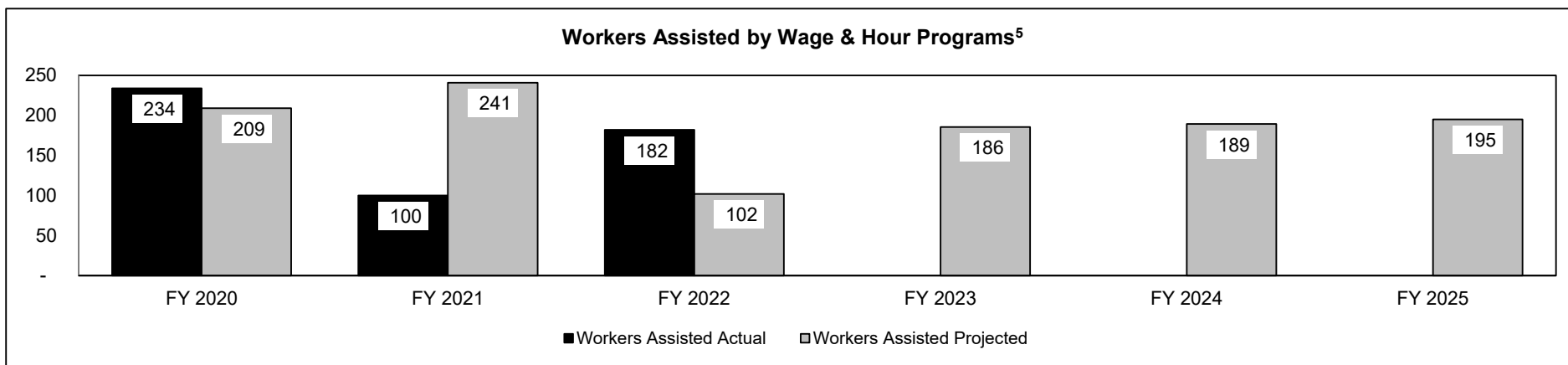
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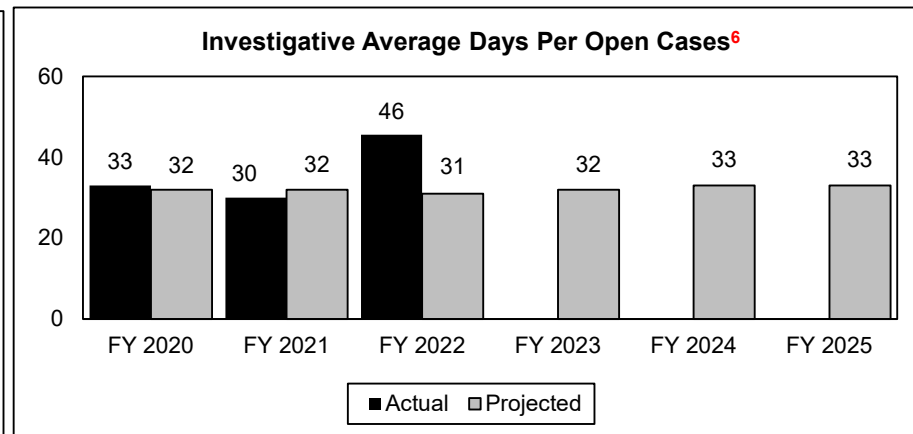
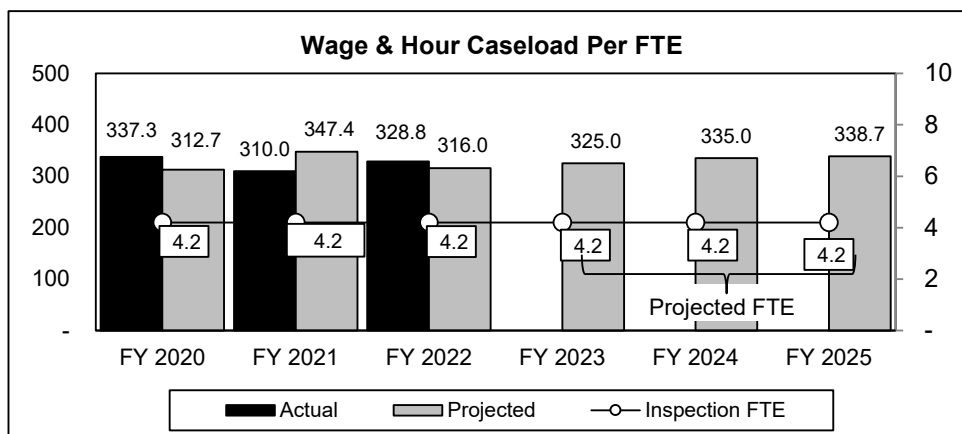
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⁵In FY 2024 budget projections were updated for FY 2023 and ongoing based on a percentage of FY 2022 actuals.

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



⁶In FY 2022, hours per case increased due to additional time spent processing youth permits and conducting on-site educational outreach to constituents.

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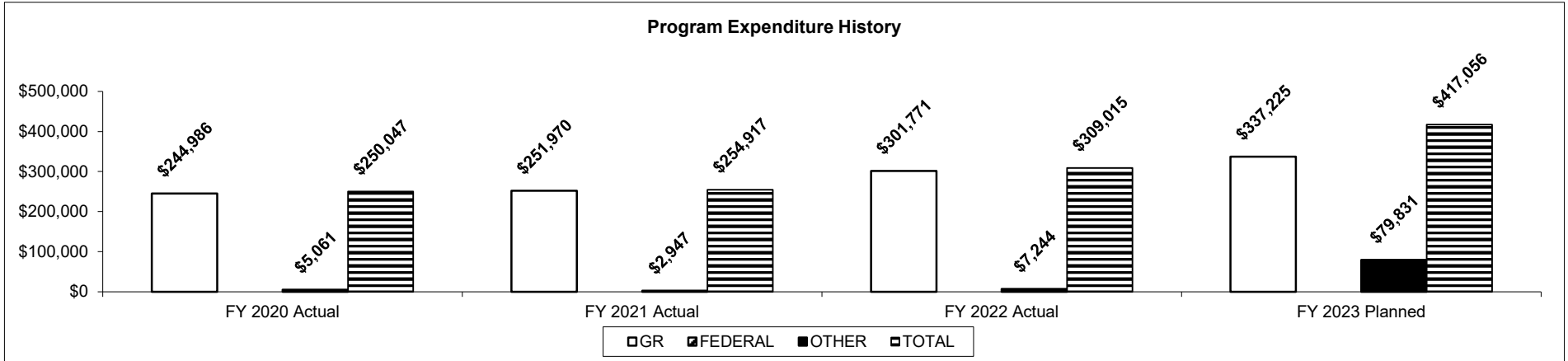
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3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



	FY 2020 Actual		FY 2021 Actual		FY 2022 Actual		FY 2023 Planned	
	Funds	FTE	Funds	FTE	Funds	FTE	Funds	FTE
Minimum Wage	\$116,344	2.35	\$121,952	2.52	\$123,234	2.77	\$169,608	2.77
Prevailing Wage	\$52,436	0.85	\$48,695	0.85	\$70,711	1.39	\$109,444	1.39
Wage and Hour	\$40,311	0.76	\$36,528	1.15	\$35,394	0.70	\$35,748	0.70
Youth Employment	\$40,956	0.66	\$47,315	0.87	\$79,676	1.66	\$102,256	1.66
TOTAL	\$250,047	4.62	\$254,490	5.39	\$309,015	6.52	\$417,056	6.52

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