

**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 2018		FY 2019		FY 2020		FY 2021	FY 2022	FY 2023
	Projected <sup>1</sup>	Actual	Projected <sup>1</sup>	Actual	Projected <sup>1</sup>	Actual	Projected	Projected	Projected
<b>Minimum Wage</b>									
Businesses and Employees Assisted	18,408	18,138	18,229	20,319	20,725	23,190	23,654	24,837	26,079
Complaints Received	960	944	947	760	775	983	1,003	1,053	1,106
Complaints Closed	707	847	721	770	785	972	991	1,041	1,093
<b>Youth Employment</b>									
Businesses and Employees Assisted	1,879	2,969	2,984	3,813	3,889	4,322	4,409	4,629	4,860
Complaints Received	13	25	25	14	14	16	16	17	18
Complaints Closed <sup>3</sup>	13	19	20	18	18	53	54	57	60
Youth Work Certificates Issued		5,044	5,145	5,781	5,897	4,934	5,033	5,285	5,549
<b>Prevailing Wage</b>									
Businesses and Employees Assisted	0	3,367	3,434	3,132	3,195	3,507	3,577	3,756	3,944
Complaints Received	0	182	186	47	48	13	13	14	15
Complaints Closed <sup>2</sup>	0	0	0	47	48	13	13	14	15

<sup>1</sup> Projected amounts based on loss of 5.79 FTE and funding for Prevailing Wage.

<sup>2</sup> Due to budget constraints, prevailing wage complaints received in FY 2019 were tracked, but administratively closed without further investigation.

<sup>3</sup> FY 20 Actual Complaints Closed includes routine violations found as a result of Outreach visits.

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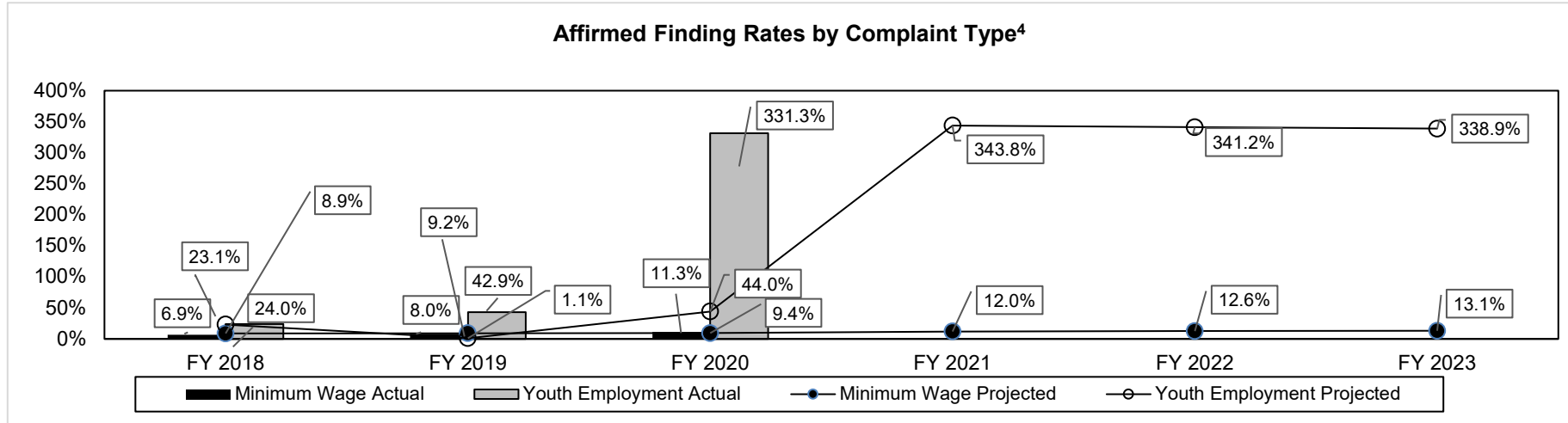
Department of Labor and Industrial Relations

HB Section(s): 7.820

Wage and Hour Program

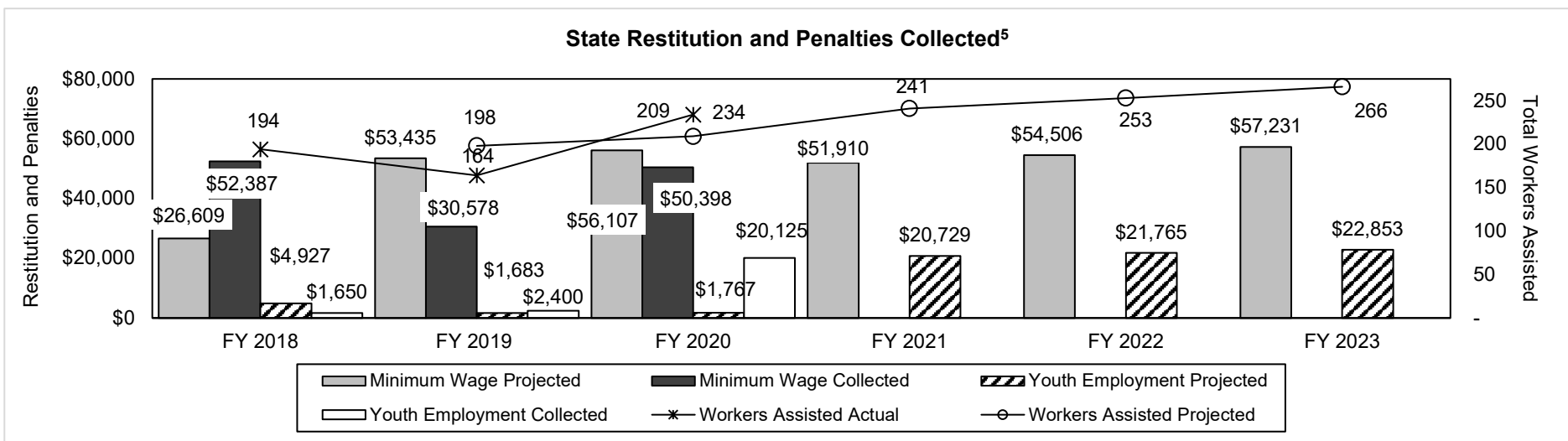
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2b. Provide a measure(s) of the program's quality.



<sup>4</sup> FY20 Youth Employment actuals reflect the increased number of cases closed over those received due to increased Outreach visits.

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



<sup>5</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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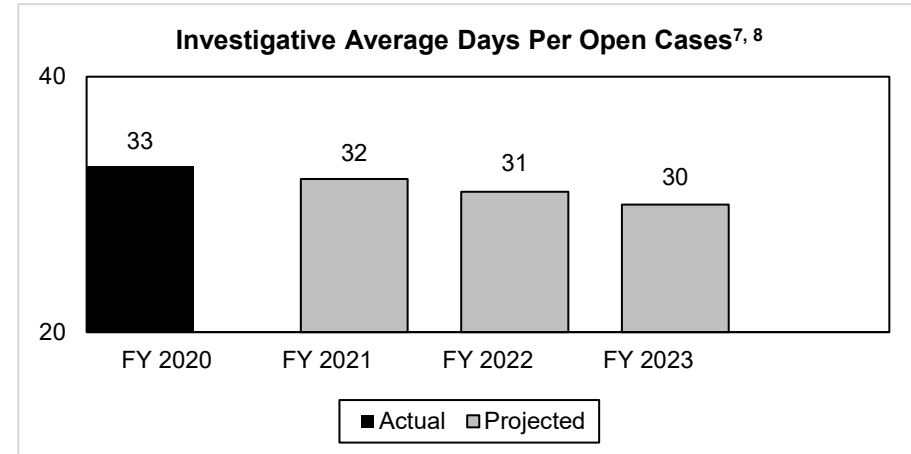
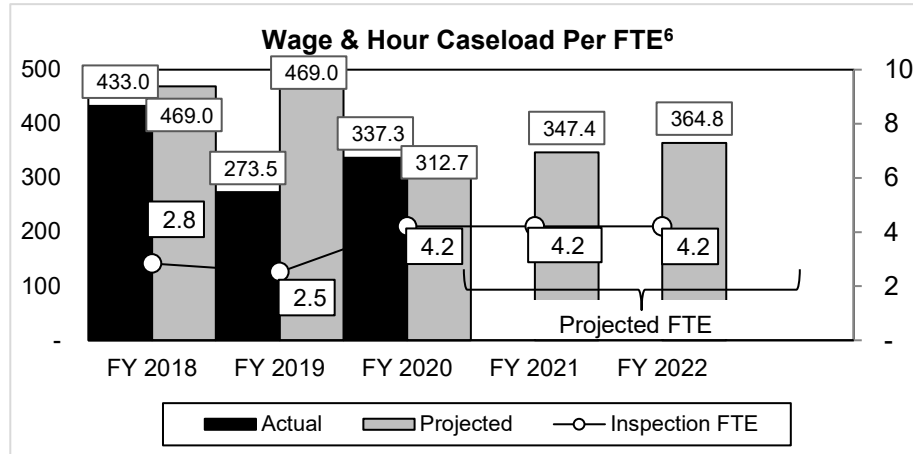
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2d. Provide a measure(s) of the program's efficiency.

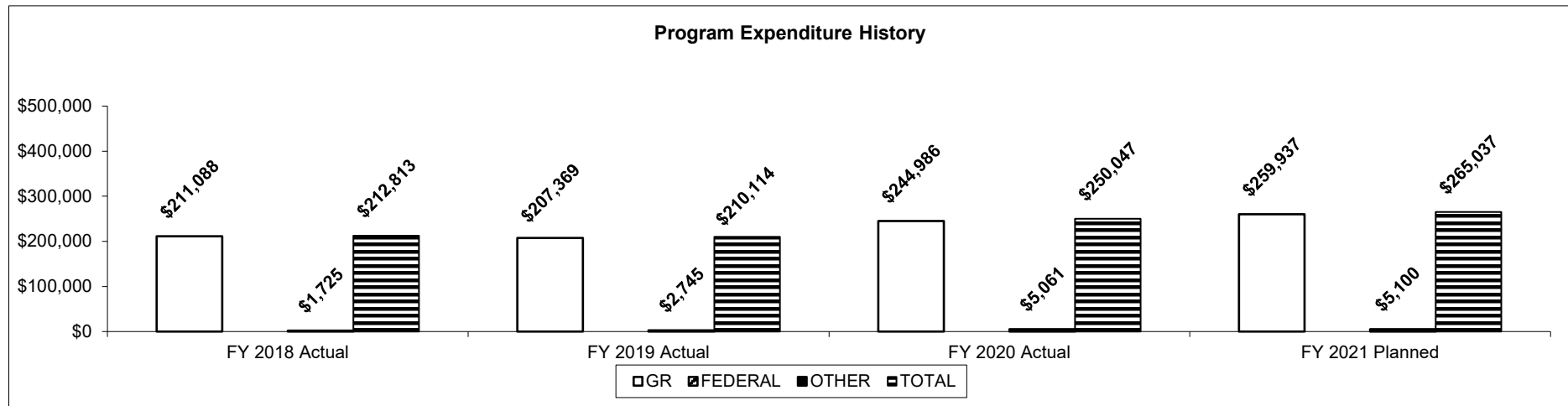


<sup>6</sup> In FY 2019, prevailing wage complaints were taken; however, the cases were not investigated due to budget constraints.

<sup>7</sup> In FY2018 and 2019, prevailing wage complaints were taken; however, the cases were not investigated due to budget constraints. Actual data is not available for those years.

<sup>8</sup> In FY2020, hours per case decreased due to an additional FTE assisting with reducing the backlog of cases.

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.)



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	FY 2018 Actual <sup>9</sup>		FY 2019 Actual <sup>9</sup>		FY 2020 Actual		FY 2021 Planned <sup>10</sup>	
	Funds	FTE	Funds	FTE	Funds	FTE	Funds	FTE
Minimum Wage	\$158,976	4.02	\$151,319	3.43	\$163,136	3.59	\$186,433	2.91
Prevailing Wage	\$10,198	0.10	\$20,494	0.42	\$34,128	0.78	\$33,112	0.64
Youth Employment	\$43,639	1.09	\$38,301	0.82	\$47,708	0.97	\$45,492	0.79
<b>TOTAL</b>	<b>\$212,813</b>	<b>5.21</b>	<b>\$210,114</b>	<b>4.67</b>	<b>\$244,972</b>	<b>5.34</b>	<b>\$265,037</b>	<b>4.34</b>

<sup>9</sup> FY 2018 Actual and 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 2018 and FY 2019.

<sup>10</sup> FY 2021 Planned is appropriations less reverses and restrictions as of July 21, 2020.

**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