

TOTAL COMPENSATION TOTAL REWARDS



MODERNIZING THE COMMUNICATION OF STATE BENEFITS

Meet the Team



Evan
Adrian

Transportation



Lesli
Belt

Commerce
and
Insurance



Sandra
Dressel

Mental
Health



Grayson
Imhoff

Office of
Administration



Whitney
Scurlock

Commerce
and
Insurance



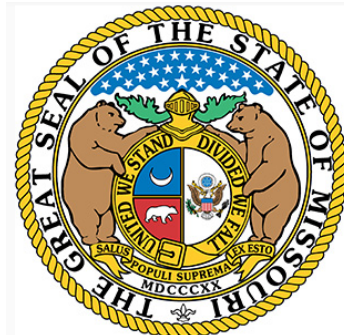
Sheila
Skulborstad

Attorney
General's
Office

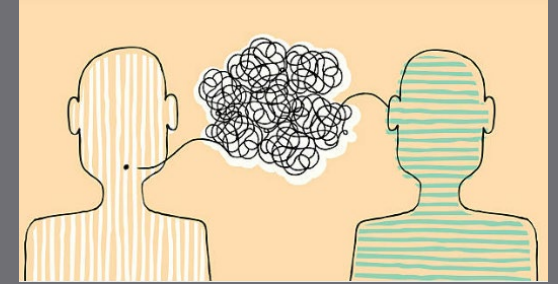


PROBLEM STATEMENT

Improve attraction and retention of State of Missouri employees, particularly in the under-30 age demographic, through more effective and centralized communication of total compensation and rewards.



There is often a failure to communicate benefits



49% do not understand their benefits

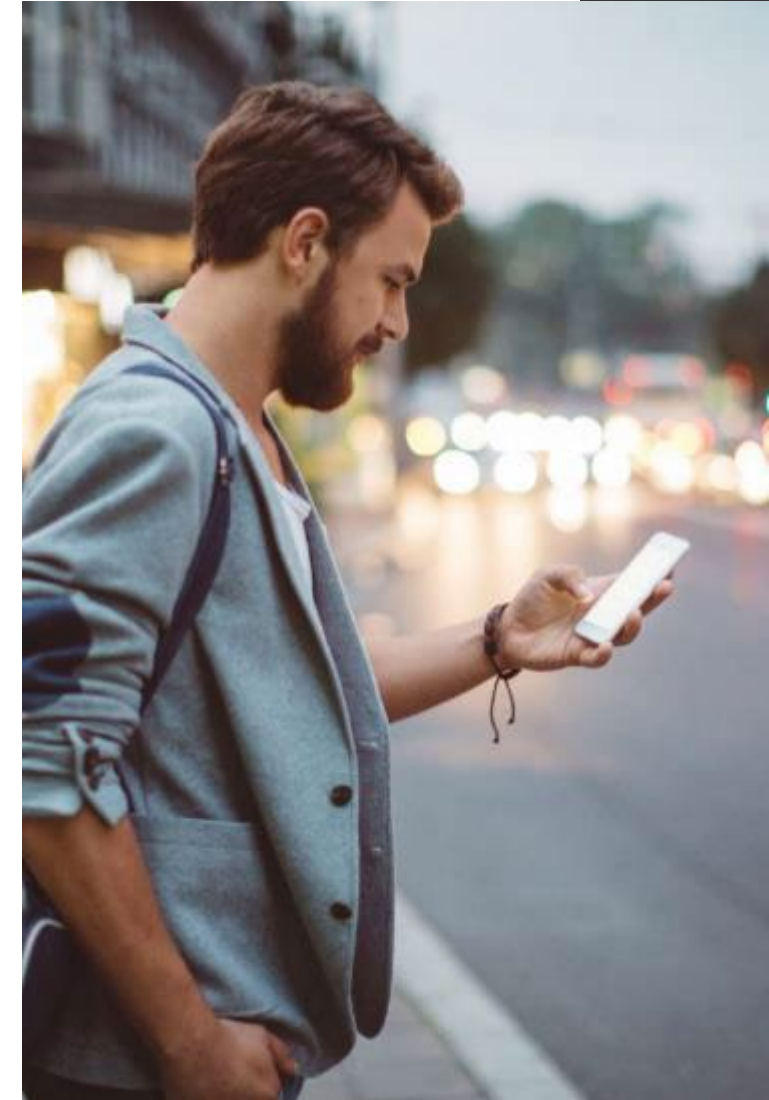
80% never open benefits communication

54% of millennials lack understanding of benefit features

66% want their employer to help them better understand enrolled benefits

Current Obstacles

- Benefits information can be difficult to find and is not centralized.
- Uniformity lacking across agencies.
- Benefits for prospective employees is not tailored by agency.
- Changes and updates to benefits are not always received by all employees
- Types of communication are limited and not diverse.



Personnel

Proposal #1:

Leverage our state personnel to disseminate benefits information in a more effective, personal, and uniform manner.

- ❖ Create new OA Benefits Communications Specialist
- ❖ Create “Benefit Champions” – Representatives at each agency tasked with sharing benefit information
- ❖ Develop Markets and Town Hall presentations – take benefits to the people
- ❖ OA Benefits Coordinator should be open to new and creative ways to communicate benefits – aim for a diverse set of communications methods.

Technology

Proposal #2:

Streamline and modernize our existing technology platforms to more efficiently and persuasively communicate our existing benefits to both current and prospective employees.

- ❖ ESS and MO Careers – combine and modernize through MOVERS to create a uniform branding of benefits.
- ❖ Specify benefits by agency.
- ❖ Make benefits information easily accessible to both CURRENT and PROSPECTIVE employees on one centralized platform.
- ❖ Improve interfaces: embed data, eliminate extra links, consolidate duplicates.

Investing In Our Team Members!

Values

Public Service

Give back to the community with an agency that shares your values

Hybrid-Work

11 Different Types of Leave

PSLF

Public Service Student Loan Forgiveness

Career

Pension

Defined Benefit Program

Free LinkedIn Learning

457(b) Deferred Compensation

Paid Professional Development

401(k) Up to \$75 Match Monthly

Leadership Training

Wellbeing

Health Insurance

Health Insurance is through the Missouri Consolidated Healthcare Plan (MCHCP)

Sydney Health

Get Health Prescription Discounts

Dental

Strive For Wellness

Vision

Self Wellness Program
Strive Employee Life & Family (SELF)



Work/Life Integration

Paid Time Off

Paid Parental Leave

Flexible Work Options

Proposed



Communication
Tools: Scan or
Click QR Code



Next Steps



Proposal # 1

- 1) Create and fill Benefits Communications Specialist
- 2) Task Benefits Coordinator with designating and training Benefits Champions
- 3) Task Benefits Coordinator with organizing benefit town halls
- 4) Benefits Coordinator updates and maintains the total compensation and benefits feature

Proposal # 2

- 1) Integrate Total Compensation and Benefits feature into MO Careers and Division of Personnel Webpage
 - a) MO Careers Additions Estimated Cost - **\$1,750**
 - b) Division of Personnel Webpage Additions Estimated - Cost **\$0**
- 2) Incorporate Total Compensation and Benefits QR-Code into career postings and advertisements
- 3) Consolidate ESS and MO Careers through MOVERS, with suggested changes incorporated



Questions?



Thank you!

