



Show-Me MO Benefits



# MEET THE TEAM

116 COMBINED YEARS OF SERVICE



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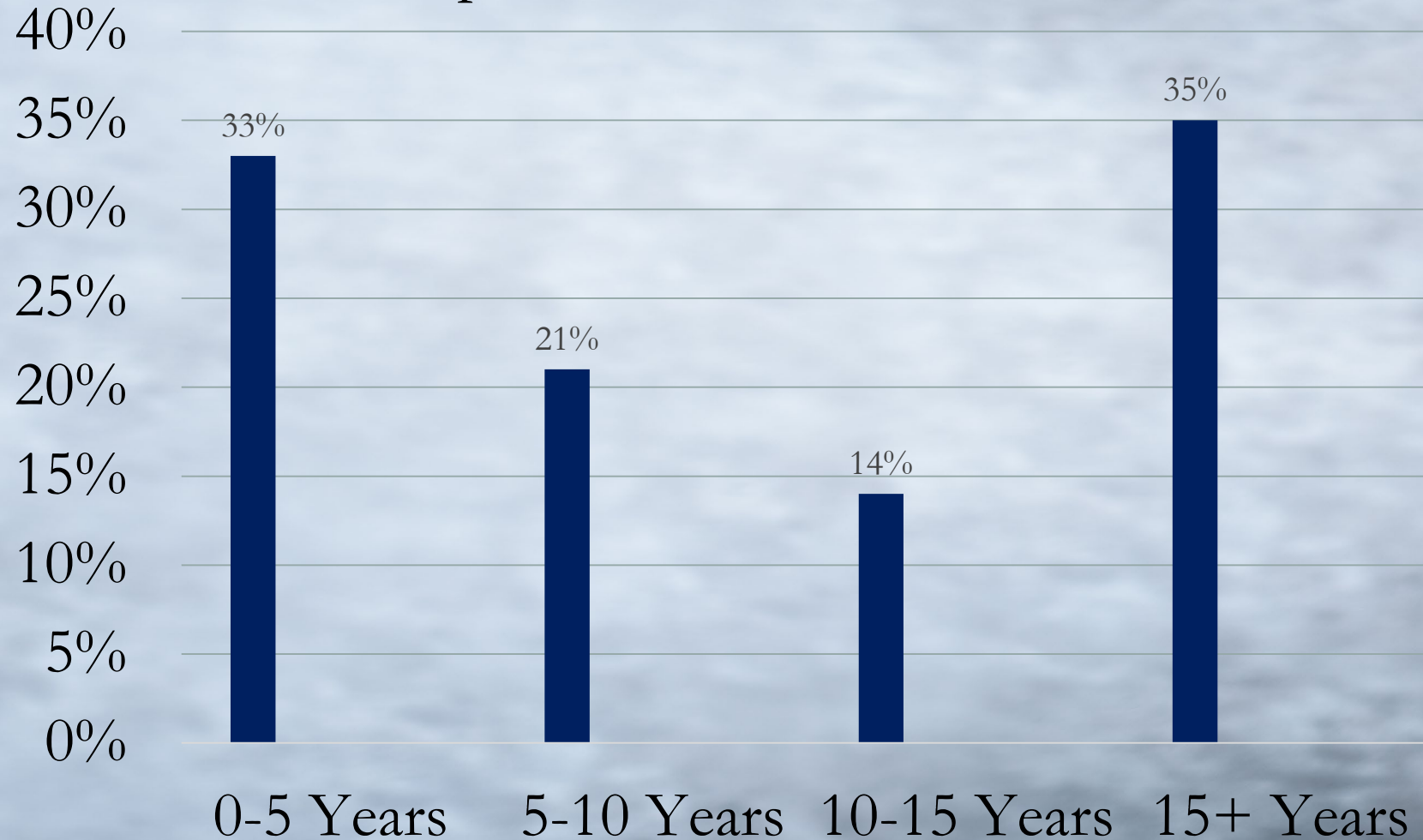
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# State Employee Survey (3,400+ responses)



## Respondents Years of Service





# State Employee Survey



Aside from annual leave/paid holidays, dental, vision, health insurance and salary, which of the following benefits could the State of Missouri offer to retain you as a valuable employee?

- ❖ 85% - Higher Salary
- ❖ 83% - Better Wellness Benefits
- ❖ 61% - Increased Retirement Benefits
- ❖ 57% - Telework/Remote Work

Within the last 12 months, have you considered leaving state employment for a career that offers better benefits?

- ❖ 52% - Considered leaving for better benefits (last 12 months)





# Recent Progress

- ✓ 2% Raise in January 2022
- ✓ 5.5% Raise in March 2022
- ✓ Gym Membership Benefit
- ✓ \$75 in Deferred Compensation Match
- ✓ Distributed Teams
- ✓ New Discount Hub for State Employees







# Enhancing Benefits

Annual Leave Exchange (ALE)



Show-Me Wellness







# What is ALE?

- ❖ An option for employees to convert earned annual leave
- ❖ Provides flexibility to meet individual needs
- ❖ Encourages employees to accumulate annual leave



# ALE Examples



## State of Wisconsin

- ❖ Offered once per year.
- ❖ Up to 40 hours may be cashed out.
- ❖ Must have at least 15 years of service.



## SSM Health

- ❖ Offered twice per year.
- ❖ Up to 40 hours may be cashed out each period.
- ❖ Must maintain a minimum balance of 40 hours.
- ❖ Paid at a rate of 85%.

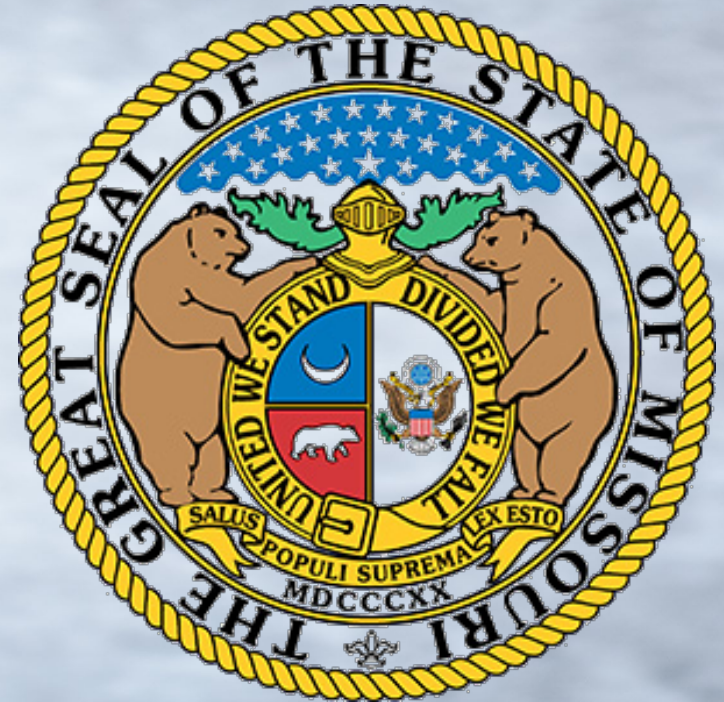




# State of Missouri ALE Proposal

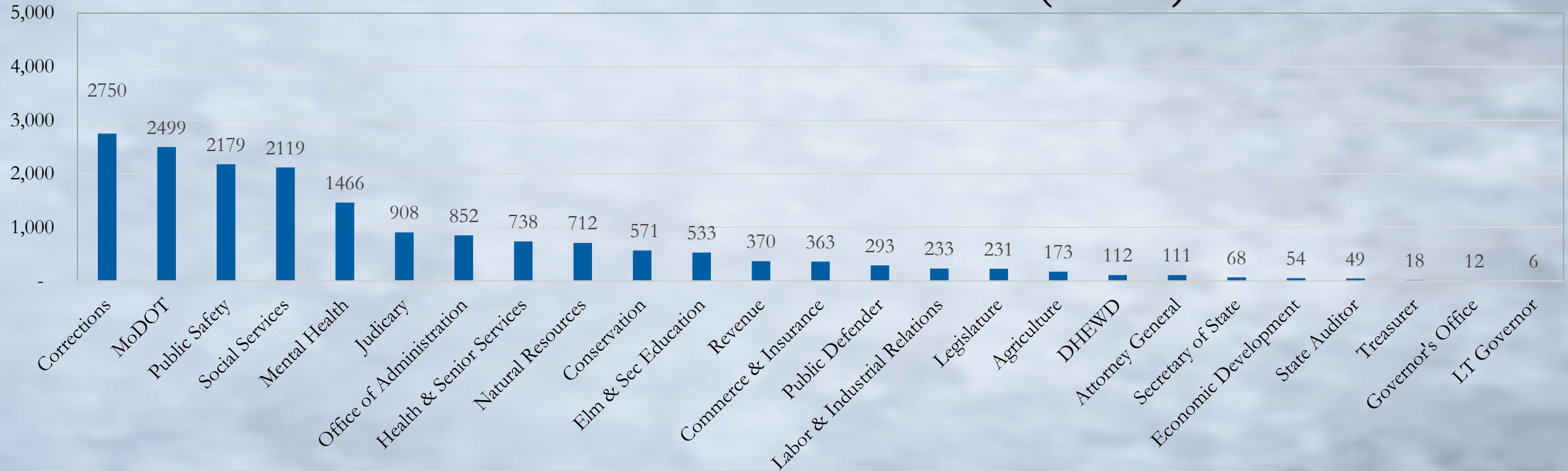


- ❖ Offered once per year.
- ❖ Up to 40 hours may be exchanged.
- ❖ Minimum balance of 160 hours to qualify.
- ❖ Employee Choice:
  - ❖ Cash payout (considered taxable income); or
  - ❖ Pre-tax deferred compensation contribution





# FTE's with a minimum of 160hrs of Annual Leave (44%)

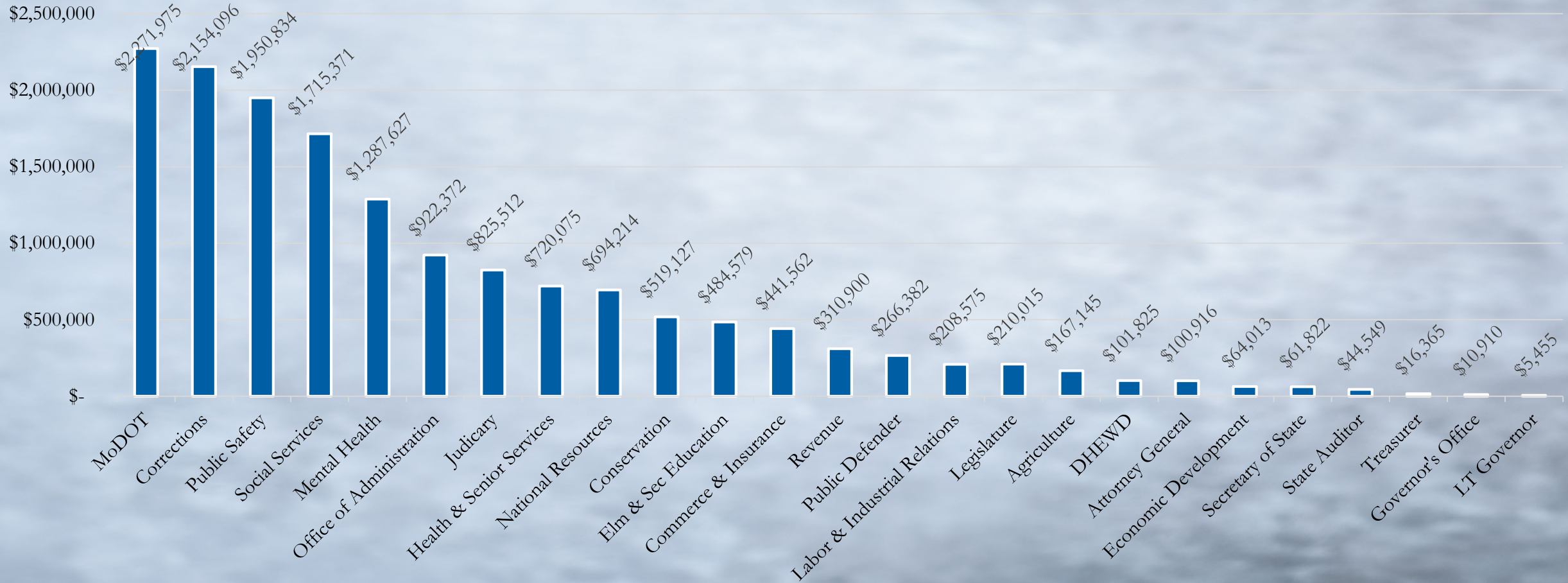


A leave sweep has not occurred since 2019 due to COVID.





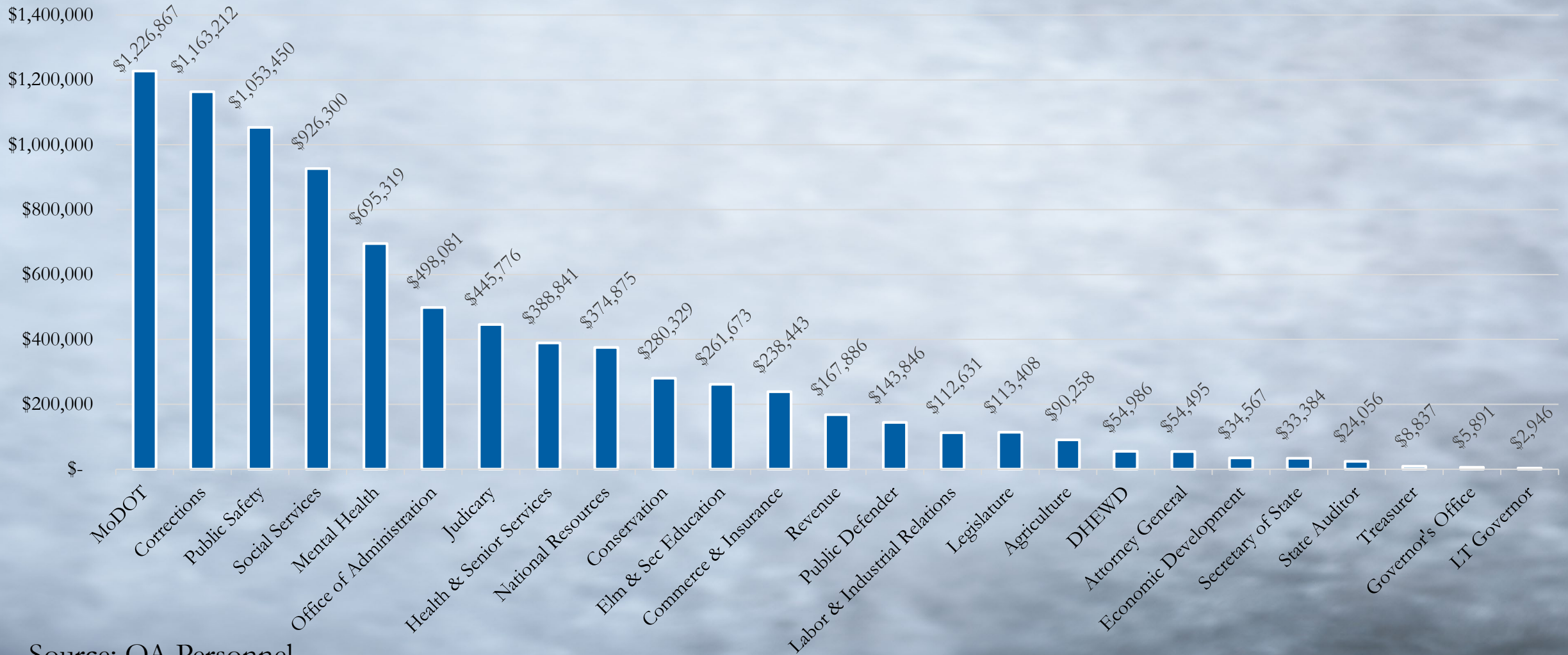
# Estimated Impact of All FTEs at 160hrs = \$15.5M



Source: OA Personnel



# Estimated Impact of 54% of FTEs at 160hrs = \$8.4M



Source: OA Personnel





# Return on Investment

- ❖ Closing the gap of employees that leave after 5 years
- ❖ Institutional knowledge is retained
- ❖ Reduction in cost to the state in filling vacancies
- ❖ Increase in employee attendance
- ❖ Reduces the payroll liability for Missouri at the time of employment separation



# Statutes and Regulations

## Annual Leave

- ❖ RSMo § 105.905 **Deferred payment agreements authorized--funds, how invested** (Amend)
- ❖ RSMo § 104.010 **Definitions** (Amend)
- ❖ 1 CSR § 20-5.020(D) **Leave of Absence** (New Subsection)





# What is Show-Me Wellness?



- ❖ An opportunity to enhance state employee wellness
- ❖ State employee incentives/discounts to promote mental and physical health
- ❖ Promotes the use of state-maintained facilities





# Wellness – Let's Go Camping!



## Current In-Season Average Rates:

Non-Family Camping (\$20)

Family Camping (\$37)

## Proposed State Employee Rate:

Non-Family Camping (\$15)

Family Camping (\$32)



## Estimated Fiscal Impact

\$130,000 Annually Reduction from \$8.8M collected

(assuming 1/2 of state employees take advantage of this benefit)

## Benefits:

- ❖ \$2 discount already exist for seniors, disabled persons, and military personnel
- ❖ Employees would receive benefit of wellness activity to recharge
- ❖ Potential to increase the number of people camping, resulting in budget neutrality







# Wellness - Let's Go Hunting & Fishing!

## Current Rates:

Citizen of Missouri (\$19)



## Proposal:

State of Missouri Employee (\$5)

## Estimated Fiscal Impact

\$364,000 Annual Reduction from \$8.1M collected  
(assuming 1/2 of state employees take advantage of this benefit)



## Benefits:

- ❖ Discount already exists for active-duty National Guard & Reserve members
- ❖ It's estimated 1.2M Missourians currently fish and 576,000 hunt each year
- ❖ Potential to increase the number of people hunting & fishing, resulting in budget neutrality



# Return on Investment

- ❖ Increased physical and mental wellness
- ❖ Increased revenue to small businesses selling camping, fishing and hunting supplies
- ❖ Increased employee morale
- ❖ Provides a unique advantage over private employers for recruitment and retention of staff





# Statutes and Regulations

## Small Game Hunting & Fishing License

- ❖ **3 CSR § 10-5.331 Resident National Guard and Reserve Service Small Game Hunting and Fishing Permit (Amend)**





# Timeline

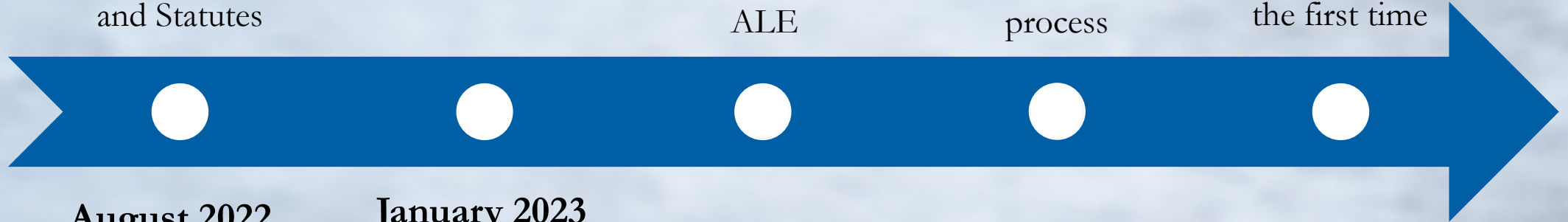
ALE

**August 2022**  
Revise Regulations  
and Statutes

**May 2023**  
Governor signs  
legislation enacting  
ALE

**August 2023**  
ALE is finalized  
through legislative  
process

**April 2024**  
ALE is available for  
State Employees for  
the first time



Show-Me  
Wellness

**August 2022**  
Work with Depts.  
of Conservation &  
Natural Resources  
to make system  
changes

**January 2023**  
Depts. of Conservation  
& Natural Resources to  
promote Small Game  
Hunting and Fishing  
License to State  
Employees



# Thank You



## Office of Administration

Casey Osterkamp  
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Aaron Dimmick  
Julie Schlup

## MOSERS

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Abby Speiler – MOSERS

## Capstone Mentors/Department Leaders

Chris Chinn – MDA  
Melody Reichel - OA  
Sara Smith – DSS  
Todd Richardson - DSS

## MPERS

Scott Simon



## Survey Data:

- ❖ 85% Salary
- ❖ 83% Better wellness benefits
- ❖ 61% Increase retirement benefits
- ❖ 52% - Considered leaving for better benefits (last 12 months)

## Benefit Enhancements by FY24:

1. Annual Leave Exchange (ALE)
2. Wellness Benefits – Discounted camping and Small Game Hunting & Fishing license fees

THANK YOU!