

MODERNIZING BENEFITS



MISSOURI LEADERSHIP ACADEMY CLASS 16

OUR TEAM



Sean Domingo
MODOT



John Sanders
MODOT



Nathan Kempker
MONG



Scott Phillips
DMH



Seth Golden
DOR



Andrea Zeiter
DSS

COST OF TURNOVER

What is
Turnover?

50%-200%
Annual Salary

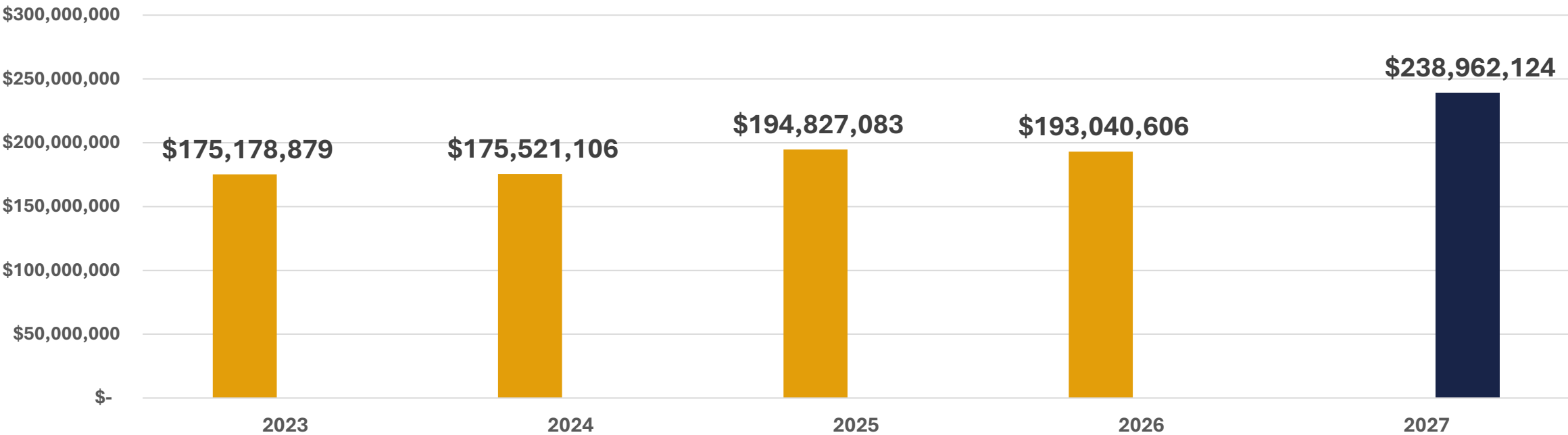
\$18,630 per
Employee

Paid by
Taxpayer

HOW MUCH DOES TURNOVER COST THE TAXPAYER?

Statewide Turnover Costs

Actual Projected



~\$200M
per year

>\$1B
over 5 years

Reduction of
1% = \$2M

Reduction of
10% = \$20M

RETENTION AND THE GENERATIONAL DIVIDE

Shifting
Generational
Workforce

New Values

Reduce
Turnover

Retention
Strategies
Alignment

Sustainable
Workforce

STATE EMPLOYEE SURVEY

DSS

MoDOT

DMH

DOC

MONG

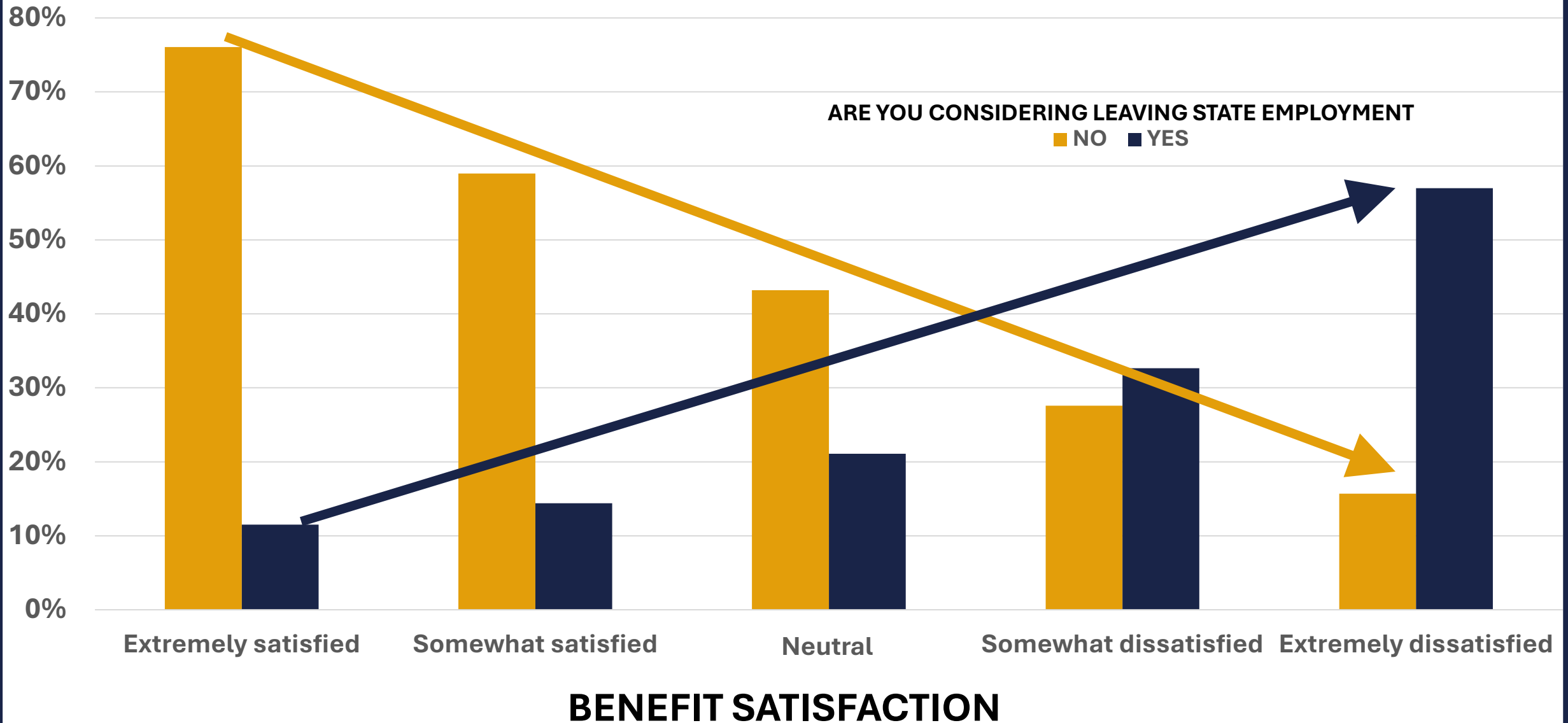
DOR

5655 Total
Responses

25% Benefits
Dissatisfaction

50% Considering
leaving within
one year

BENEFIT SATISFACTION VS. POTENTIAL TURNOVER



SURVEY QUESTIONS

Alternative Work Schedules

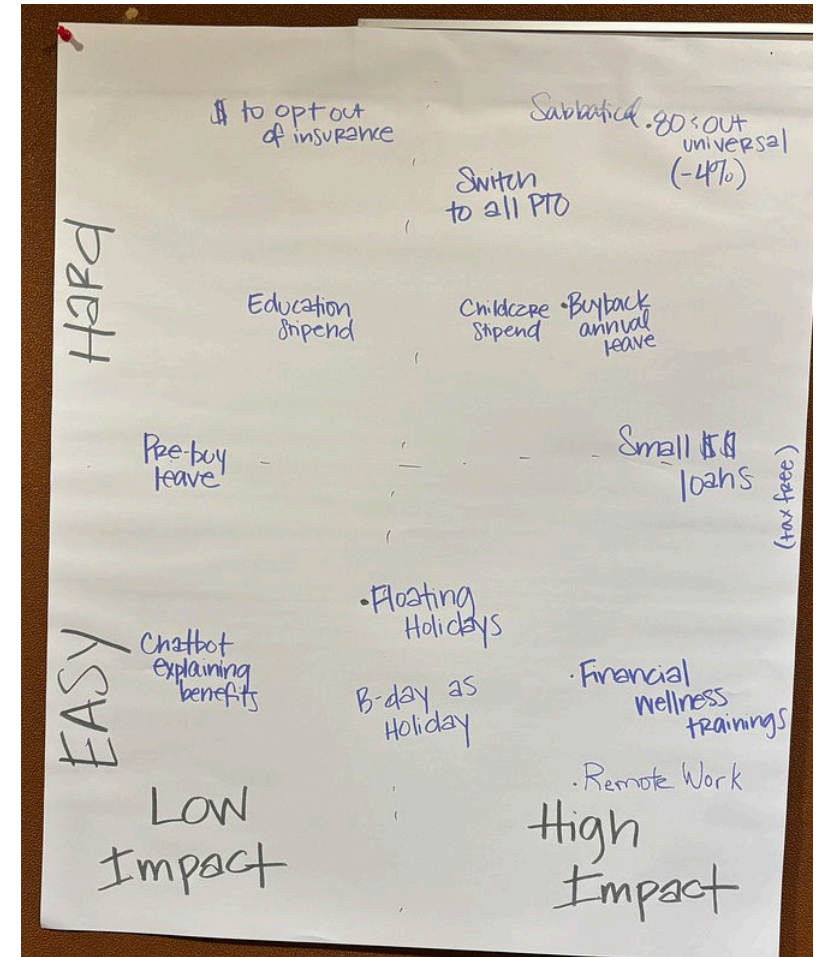
Expanding Wellness Leave

Birthday Leave

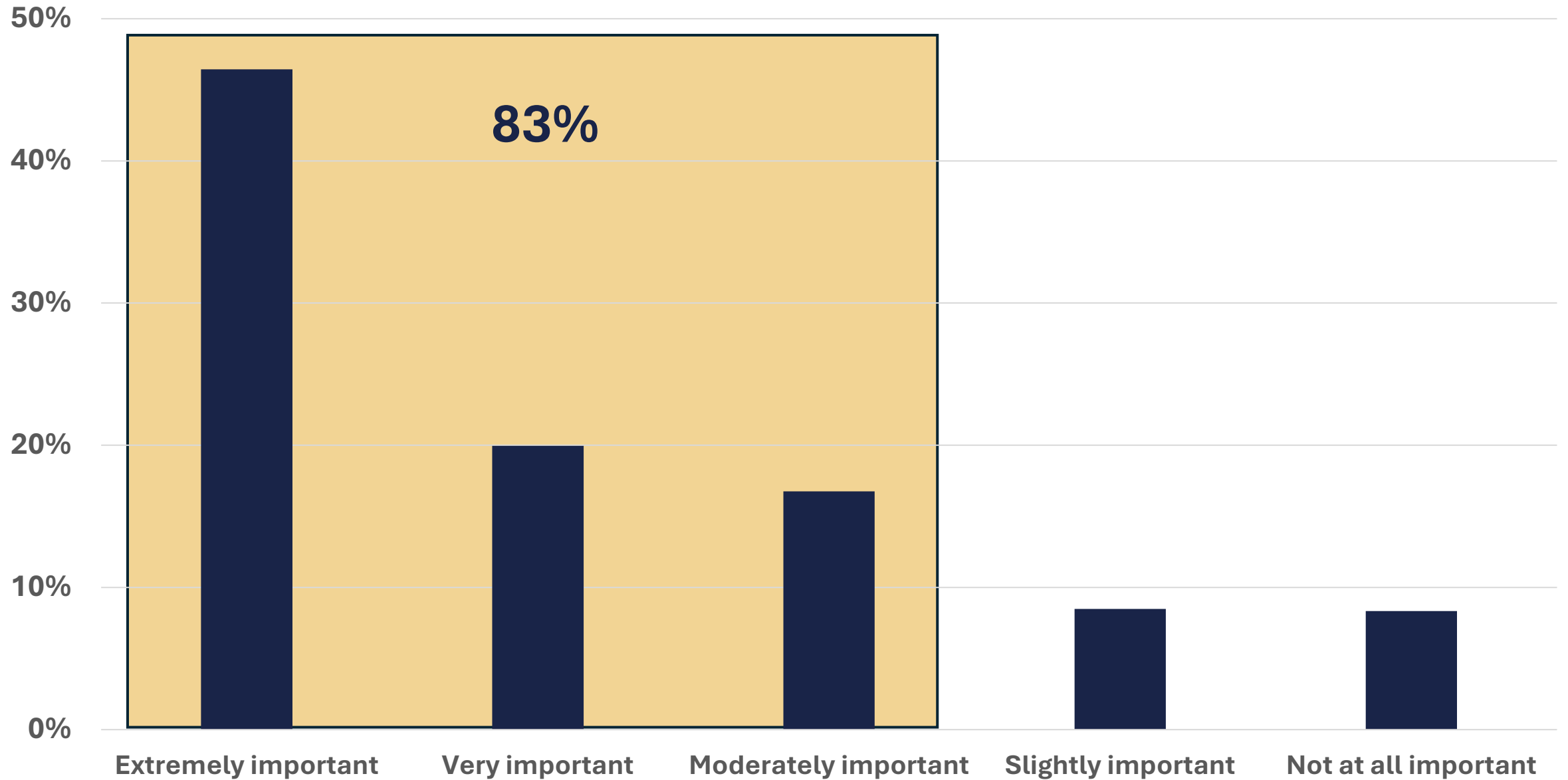
Floating Holiday(s)

Annual Leave Cashout

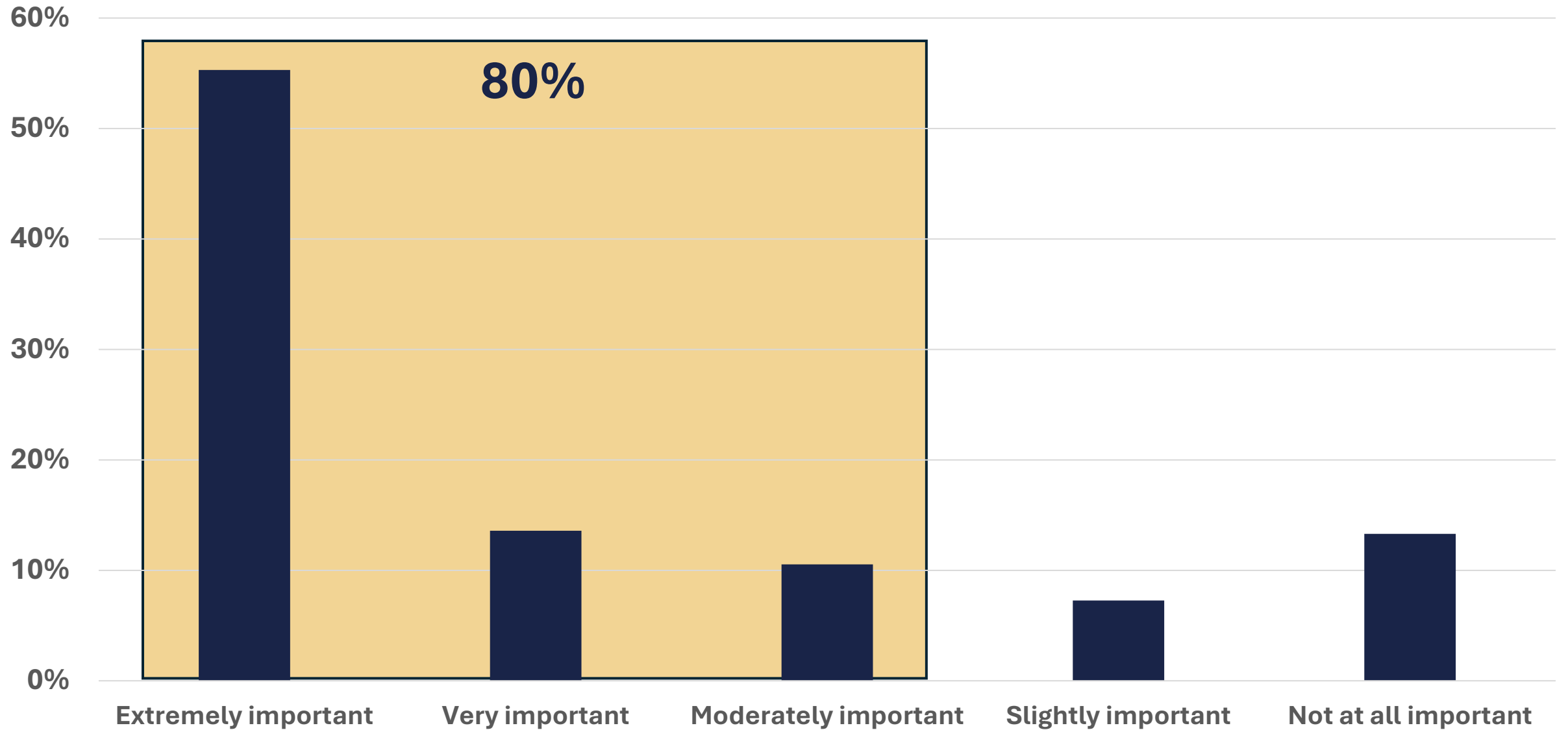
Starting Medical Benefits and Leave Balance



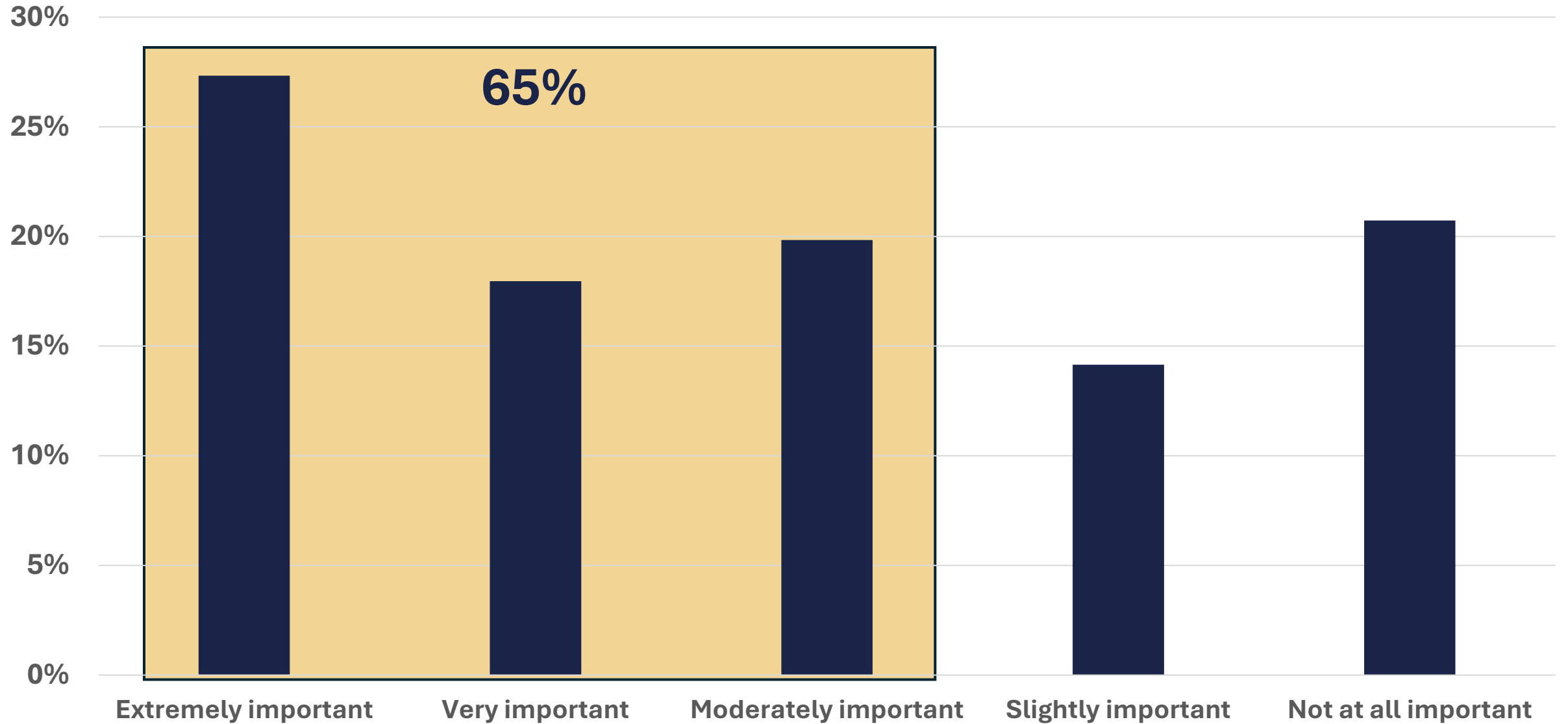
ALTERNATE WORK SCHEDULES



HYBRID/REMOTE WORK



EXPANDING WELLNESS LEAVE



BIRTHDAY LEAVE

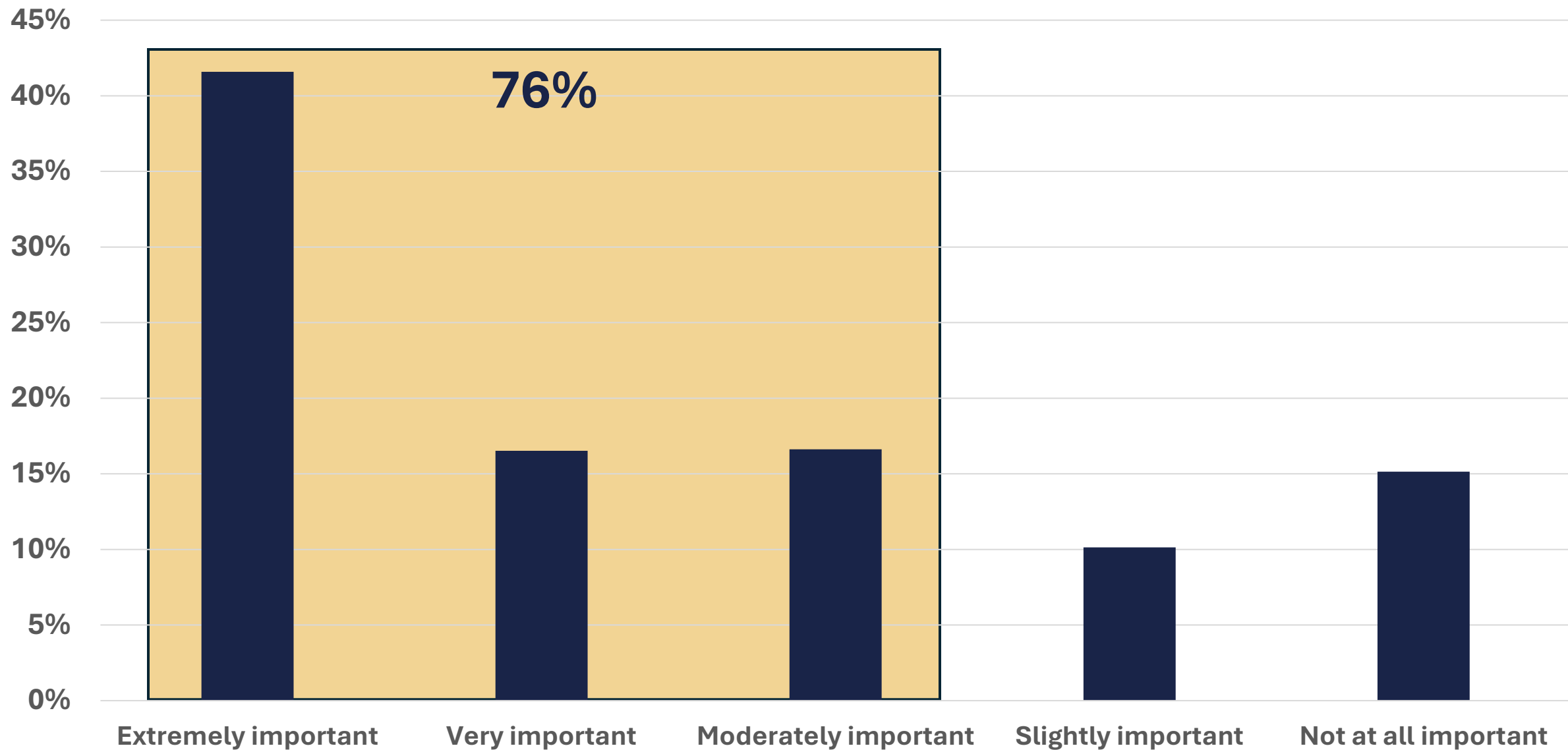
Values
Individuality

Demonstrates
Care

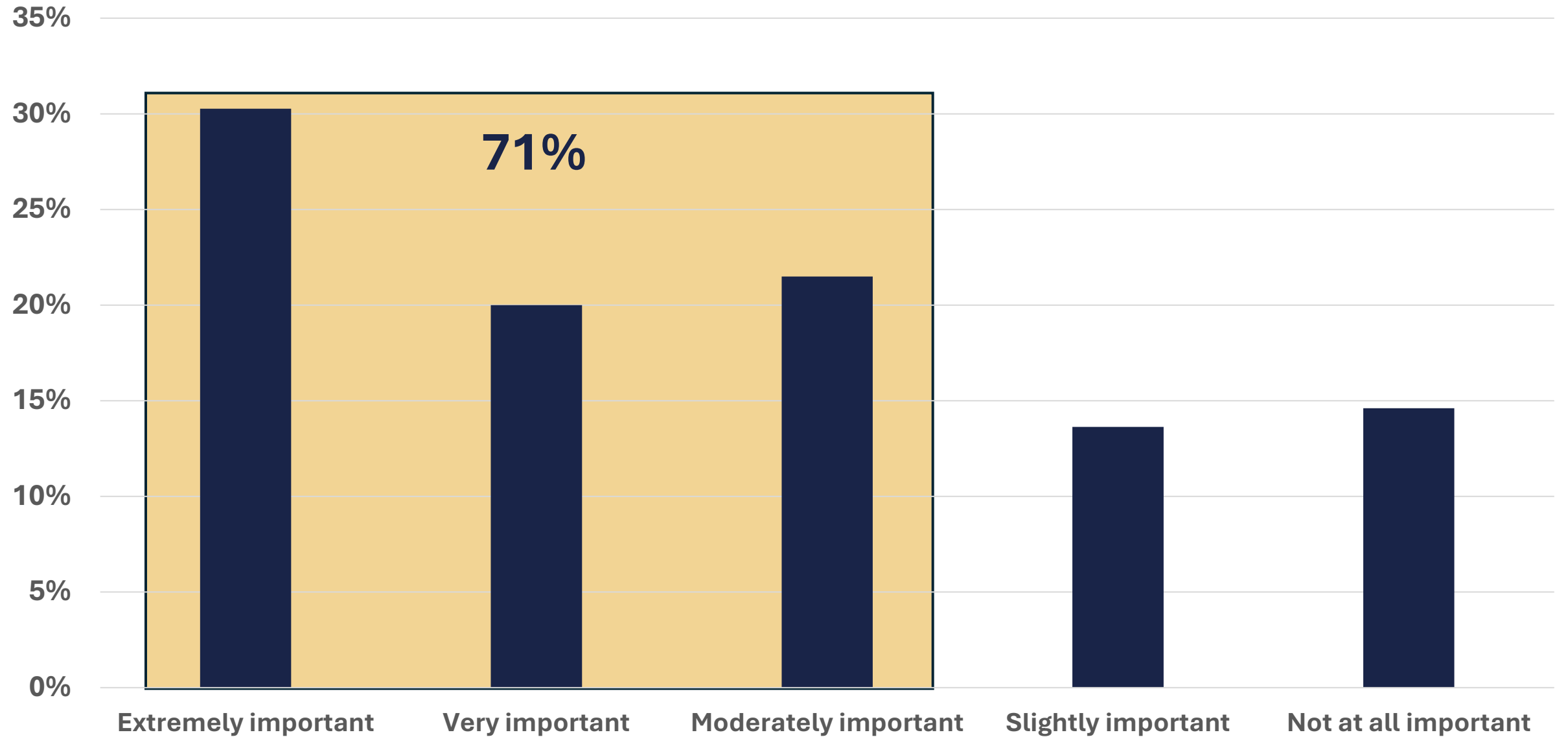
Produces
Loyalty



BIRTHDAY LEAVE



FLOATING HOLIDAYS



CASH OUT ANNUAL LEAVE

Tiered
Structure

Cash Payout or
MO Deferred
Comp

Employee
must maintain
100 HRs of AL

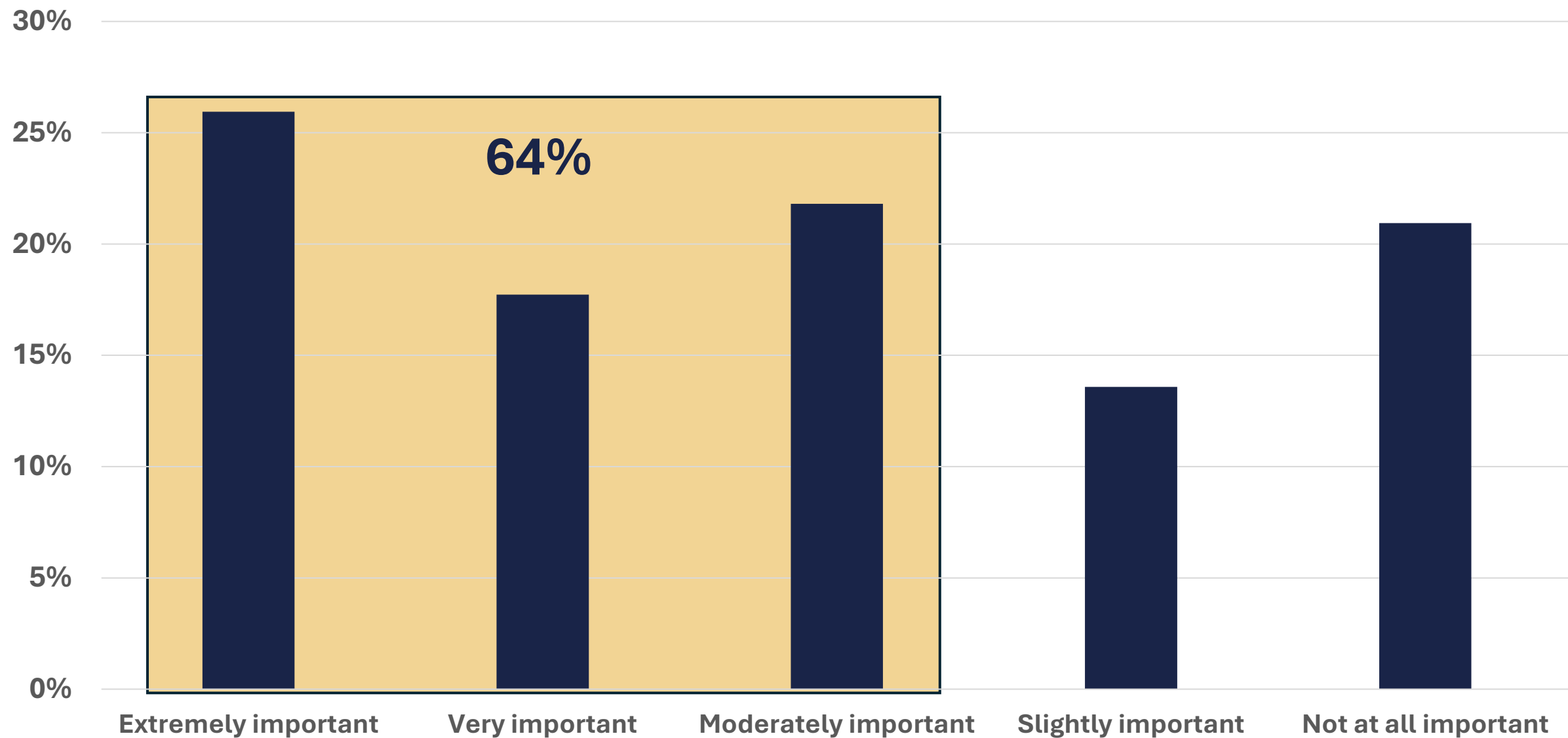
Proposed Cash Out Structure

Early Career 0-4 years	Up to 20 hours
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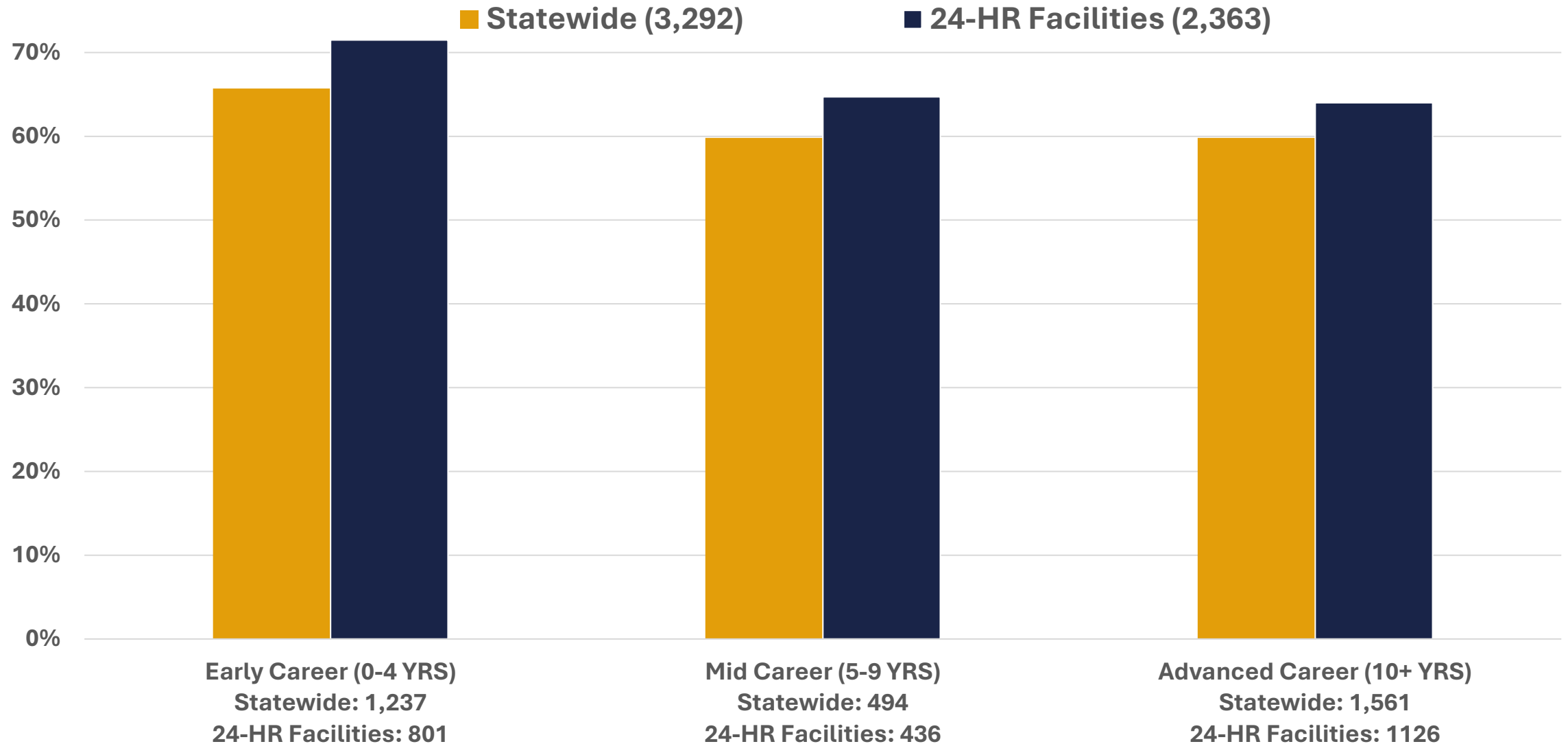
Mid Career 5-9 years	Up to 30 hours
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Advanced Career 10+ years	Up to 40 hours
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CASHING OUT ANNUAL LEAVE



CASHING OUT BY TIER



CASH OUT ESTIMATES

Estimated
Eligibility: 19,195
Employees

Estimated
Realistic Cost:
\$4.99M*

Estimated Max
Cost: \$19.98M*

Year of Service	Eligible Employees
0 – 4 Years	4,187
5 – 9 Years	3,460
10+ Years	11,548

**This does not factor in the separation and retirement payouts the state is already obligated to pay.*

EARLY ACCESS TO MEDICAL & LEAVE BENEFITS

CURRENT

MEDICAL

- 30-90 days before medical benefits available

LEAVE

- Zero annual and sick leave balance on first day

PROPOSED

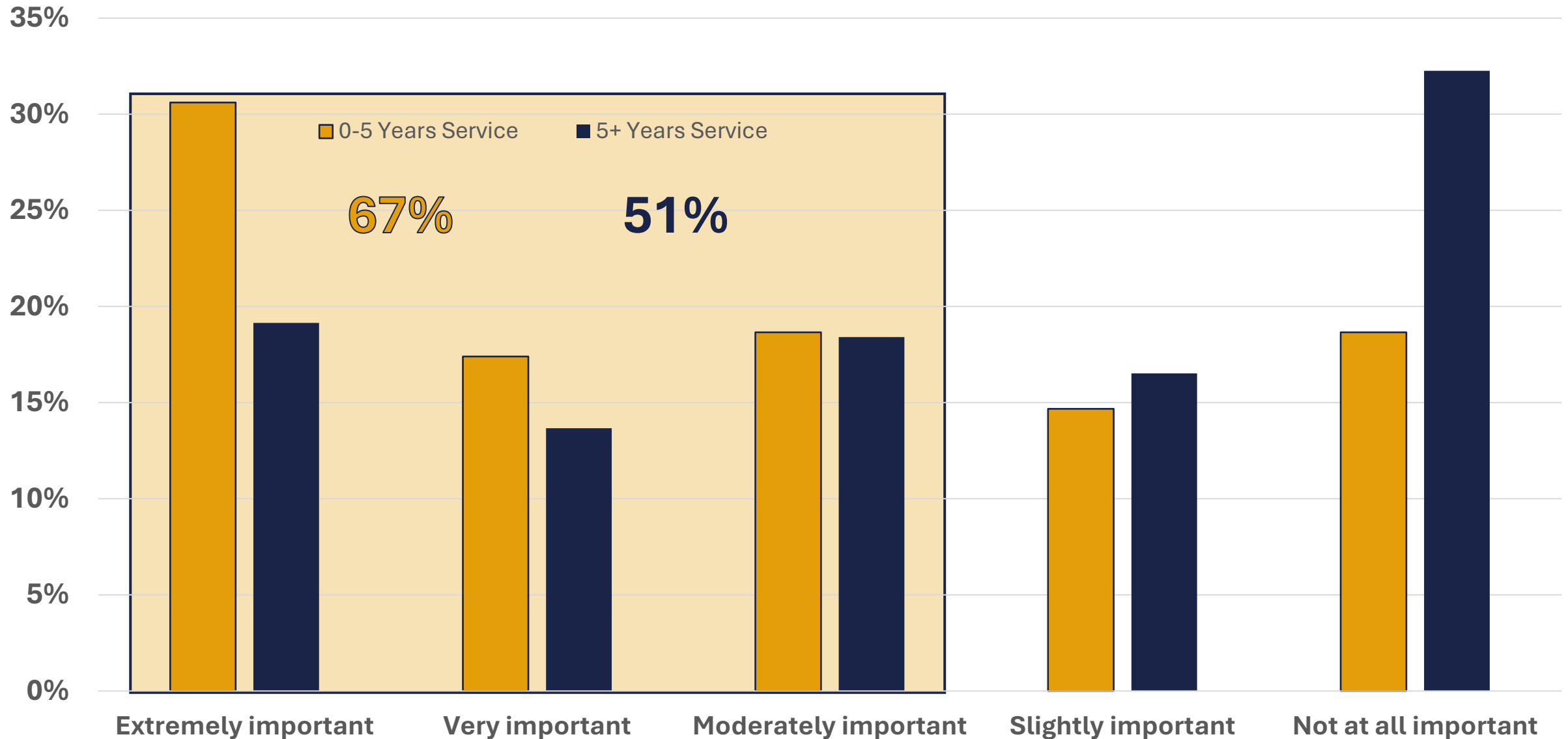
MEDICAL

- Vendors work with new employees, will be billed once benefits can be applied

LEAVE

- Annual leave balance granted to employees on first day
- Amount prorated from first few months of employment until repaid

EARLY ACCESS TO MEDICAL & LEAVE BENEFITS



BENEFITS PORTAL CHATBOT

Employees
unfamiliar with
benefits

Worked with
Office of
Administration

Chatbot
created to help
with benefits

Can be used
for all
departments

CONCLUSION

Alternative Work
Schedules

Expanding
Wellness Leave

Birthday Leave

Floating
Holiday(s)

Annual Leave
Cashout

Starting Medical
Benefits and
Leave Balance

Benefits
Chatbot