

SEP 24 2001

**Executive Order
01-15**
SECRETARY OF STATE
COMMISSIONS DIVISION

WHEREAS, it is in the best interest of the State of Missouri, as an employer, to recruit and retain a quality workforce to ensure that state services are delivered to Missouri's citizens and visitors in an effective, professional and courteous manner; and

WHEREAS, the State of Missouri has adopted a benefits policy statement which advocates a total compensation program that:

- (a) Provides the highest quality service to citizens of the State while also providing financial security to employees in an equitable and cost-effective manner,
- (b) Maintains a statewide comprehensive salary and benefits package, including retirement, health care and other benefits, that is externally competitive with the marketplace and that is internally equitable;
- (c) Eliminates ineffective duplication of benefit plans; and

WHEREAS, the State of Missouri recognizes the importance of ensuring that a comprehensive approach is utilized in assessing the appropriateness of salary and benefit levels for state employees;

THEREFORE, I, BOB HOLDEN, GOVERNOR OF THE STATE OF MISSOURI, do hereby establish the Missouri Commission on Total Compensation whose primary task will be to analyze, determine and recommend courses of action relating to total compensation that are consistent with the objectives set forth in this Executive Order. The Commission on Total Compensation shall be comprised of the following members:

- One member from the Personnel Advisory Board or an appointed designee;
- Three department directors from the Executive Branch of state government appointed by the Governor, including the Office of Administration;
- The Executive Director of the Missouri Consolidated Health Care Plan;
- The Executive Director of the Highway and Transportation Employees' and Highway Patrol Retirement System;
- The Executive Director of the Missouri State Employees' Retirement Plan;
- One member of the Senate from the majority party and one member of the Senate from the minority party appointed by the President Pro Tem of the Senate;
- One member of the House of Representatives from the majority party and one member of the House of Representatives from the minority party appointed by the Speaker of the House;
- One state retiree appointed by the Governor;
- Two non-management state employees appointed by the Governor.

The Missouri Commission on Total Compensation shall:

- (a) Before each October 1st, commencing with 2002, issue recommendations to the Governor on budget allocation for personnel service resources, including but not limited to the areas of pay plan, retirement, and health care, that appropriately balance the total compensation package for state employees;
- (b) Evaluate legislative and policy proposals relating to pay and benefit issues that may be introduced and recommend appropriate courses of action to the Governor;
- (c) Evaluate the criteria for membership in the Administrative Law Judges' and Legal Advisors Plan to determine whether or not sufficient evidence exists to expand,

limit, or contract membership in the system in the future and report these findings to the Governor by March 1, 2002.

- (d) Recommend new, more flexible approaches to pay and benefit issues that may assist the state in recruiting and retaining highly qualified and productive employees;
- (e) Develop and recommend training and educational materials for distribution to state employees that illustrate the value of the State's total compensation benefits package;
- (f) Issue a report annually to the Governor and General Assembly regarding the progress the Missouri Commission on Total Compensation has achieved in meeting the objectives set forth in this Executive Order;
- (g) Coordinate efforts with other governmental agencies, boards and commissions, and the General Assembly on the issues that overlap their respective areas of responsibility;
- (h) Designate an appropriate work staff of state employees with pay and benefits expertise to conduct research, surveys, demonstrations, and prepare materials that the Missouri Commission on Total Compensation deems advisable and necessary for the discharge of its duties.

The Missouri Commission on Total Compensation shall commence activity upon the signing of this executive order and shall continue until rescinded.



IN WITNESS WHEREOF, I
have hereunto set my hand and
caused to be affixed the Great
Seal of the State of Missouri, in
the City of Jefferson, on this
21st day of September, 2001.



GOVERNOR

ATTEST:



SECRETARY OF STATE