

APPENDIX C — DEPARTMENTAL PLANS

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GOVERNOR OF MISSOURI

JEFFERSON CITY

65102

December 24, 2014

JEREMIAH W. LAYTON
GOVERNOR

RECEIVED & FILED

DEC 29 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 720
65703 751-3222

The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

The attached revised departmental plan for the Department of Office of Administration dated December 1, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

Attachment

[SEAL]



APPROVED:

[Signature]
GOVERNOR

December 24, 2014
DATE

ATTEST:

[Signature]
SECRETARY OF STATE

www.governor.mo.gov

APPENDIX C — DEPARTMENTAL PLANS



State of Missouri
OFFICE OF ADMINISTRATION
Post Office Box 809
Jefferson City, Missouri 65102
Phone: (573) 751-1851
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Jeremiah W. (Jay) Nixon
Governor

Doug Nelson
Commissioner

December 1, 2014

The Honorable Jeremiah W. (Jay) Nixon
Governor of Missouri
State Capitol, Room 216
Jefferson City, Missouri 65101

Dear Governor Nixon:

In accordance with the Reorganization Act of 1974, I respectfully submit the attached updated department plan for the Office of Administration. Changes to the plan update OA's structure to reflect:

- The addition of the Office of Community Engagement, pursuant to your Executive Order 14-11;
- The repeal of my office's coordination of the American Recovery and Reinvestment Act of 2009 reporting, as the responsibility for this activity has been completed;
- Minor updates to the descriptions of the department's divisions and assigned entities; and
- The Fiscal Year 2015 pay plan adjustments to the department's salary schedule.

Please find the attached department plan, organizational chart, and executive salary schedule submitted for your approval.

Sincerely,

A handwritten signature in black ink, appearing to read "Doug Nelson", written over a circular stamp.

Douglas E. Nelson
Commissioner of Administration

Enclosures

Office of Administration

The Office of Administration is the state's service and administrative control agency. Created by the general assembly on January 15, 1973, it combines and coordinates the central management functions of state government. Its responsibilities were clarified and amended by the Omnibus State Reorganization Act of 1974.

The chief administrative officer is the Commissioner of Administration, who is appointed by the Governor with the advice and consent of the Senate. The Commissioner appoints the Deputy Commissioner / Chief Counsel, Assistant Commissioner and the directors of the divisions who report directly to him. The divisions are Accounting; Budget and Planning; Facilities Management, Design and Construction; General Services; Information Technology Services; and Purchasing and Materials Management. The Director of the Division of Personnel is appointed by the Governor and reports to the Commissioner of Administration.

The Office of Equal Opportunity, created by Executive Order 10-24, assists and monitors state agencies in promoting and ensuring equal opportunity within state government through employment, provision of services, and operation of facilities.

The Office of Community Engagement (OCE), created by Executive Order 14-11, is responsible for engaging communities, public and private sector leaders, clergy and citizens across the state in communication regarding critical issues affecting Missouri communities. The office assists in the development of policies and strategies to foster greater prosperity and opportunity for all Missourians.

Division of Accounting

The Division of Accounting (DoA) provides central accounting and central payroll system services for state government, producing checks and electronic payments for state vendors and state employees. The DoA publishes annual statewide financial reports, administers bond sales for the Board of Fund Commissioners, Board of Public Buildings, and Board of Unemployment Fund Financing, and administers the social security coverage for all employees of the state and its political subdivisions.

Division of Budget and Planning

The Division of Budget and Planning (DBP) analyzes state government programs and provides recommendations and information to the Commissioner of Administration, Governor, general assembly, and state agencies regarding fiscal and other policies. The DBP prepares the budget instructions, reviews agency budget requests, prepares the annual executive budget, analyzes economic and demographic conditions, forecasts state revenues, and conducts technical policy and program analyses. To assist in state government management, the DBP controls appropriation allotments, manages the automated state budget system, prepares legislative fiscal notes, reviews legislation, tracks agency performance measures, analyzes and develops policy options, and reviews federal issues and their impact on Missouri. The DBP prepares population estimates and projections required by state and local agencies, and is Missouri's liaison to the United States Bureau of the Census.

Division of Facilities Management, Design and Construction

The mission is to provide a superior workplace environment for state occupants and their visitors and protect the State's investments in property assets. The goal of FMDC is to provide agencies with the information and resources that will support their development of high-performance workplaces - workplaces that will meet agencies' business needs and can be readily adapted to changing work place practices and strategies.

Real Estate Services Unit provides oversight of HB13 budgeting for leasing, state owned and institutional facilities and coordinates real estate transactions on behalf of the state to include conveyance legislation, sale of state-owned property, purchase of property and granting easements. In addition, procurement, contract management and coordination for all state agencies (excluding MoDOT, Conservation and Higher Ed) are also provided. This unit provides oversight of tenant renovations within state owned facilities and tracks space, rent allocations and FTE within state-owned and institutional space.

State-owned Operations maintain state-owned buildings for agencies that are tenants in state-owned office buildings. Includes complete building operations: maintenance, groundskeeping, security, housekeeping, conferencing and special events.

Institutional Operations provide maintenance management services for the Department of Elementary and Secondary Education, Mental Health, Social Services and the Missouri Highway Patrol (includes maintenance and groundskeeping).

Planning and Design Unit provides oversight of new construction, renovations, maintenance and repair projects at state facilities through capital improvement appropriations for all state agencies (excluding MoDOT, Conservation and Higher Ed).

Energy Unit monitors energy consumption in state-owned buildings and institution sites and develops and implements programs to help departments comply with the Governor's Executive Order 09-18, mandating a reduction of energy consumption in state owned buildings. Responsible for managing, coordination, and planning with SEMA, along with support efforts provided by OA-FMDC during disaster responses and recovery efforts.

Division of General Services

The Division of General Services provides essential support services to state departments and to the Office of Administration. State Printing provides comprehensive reproduction services including design, printing, finishing, and quick copy services. Central Mail Services advises agencies on efficient mailing practices, and provides comprehensive mailing services to most state agencies operating within the Jefferson City area. Risk Management administers the Legal Expense Fund and the workers' compensation program for state employees, purchases insurance as required, and advises state agencies on risk management issues. Vehicle Maintenance operates a centralized maintenance facility to provide mechanical repairs and body shop services for state vehicles based in the Mid-Missouri area. Fleet Management establishes statewide policies governing state vehicle operations and management; coordinates a centralized fleet information system; operates a consolidated car pool serving agencies in the Jefferson City area; and serves as a resource for fleet management issues. General Services also provides administrative support and staffing to operate the Missouri Public Entity Risk Management Fund (MOPERM) program and coordinates the Missouri State Employees Charitable Campaign.

Information Technology Services Division

ITSD's mission is to provide the IT services and systems that allow state agencies to fulfill their missions while maximizing the total value of the State's IT infrastructure, workforce and contracts for the benefit of all. ITSD provides network, data center, telecommunication services, helpdesk, application development and other services for most of Missouri State Government. Led by the Chief Information Officer (CIO), the division sets a foundation for a unified IT office that delivers superior quality at reduced cost.

Division of Personnel

The Division of Personnel (DoP) is responsible for administering the State's Merit System, overseeing the Uniform Classification and Pay System, and developing and administering a management training program, as established in the State Personnel Law (Chapter 36, RSMo). Division staff provide consultation on a variety of human resources topics.

The Missouri Merit System is based on the principles of merit and fitness as determined by competitive evaluation criteria for employment, as well as objective and consistent human resource management policies and procedures. Approximately 34,700 state employees in six state departments (Office of Administration, Corrections, Health and Senior Services, Mental Health, Natural Resources, and Social Services) and sections of three other departments (Economic Development, Labor and Industrial Relations, and Public Safety) comprise the merit system.

The Uniform Classification and Pay (UCP) system is designed to promote equity in position classification among state employees in most executive branch agencies and to provide coordinated compensation policies. The UCP system covers employees of merit system agencies and employees from the departments of Agriculture, Economic Development, Insurance, Financial Institutions and Professional Registration, Labor and Industrial Relations, Public Safety, and Revenue.

The DoP is comprised of four distinct sections.

- The Employee Services Section develops and administers position classification for agencies covered by the UCP System; ensures employees are assigned to appropriate job classes and that new job classes are assigned to the appropriate pay range; reviews applications for employment within the Merit System; and develops, updates and administers Merit System examinations.
- The Pay, Leave and Reporting Section provides information on the UCP system pay plan; interprets policies on pay, leave, and hours of work; provides workforce reports and assistance with the SAM II HR/Payroll System; maintains lists of individuals from which agencies can select for Merit System jobs; ensures personnel transactions are in compliance with state personnel law.
- The Center for Management and Professional Development creates and delivers leadership and professional development workshops and webinars for supervisors, managers and executives in Missouri state government, and to those private or public entities throughout the state to cultivate and enhance the management skills of their current and potential leaders and to promote their long-term business success. The Center also provides computer and technical training programs for state employees. In addition, the Center provides administration of statewide employee recognition programs that include the State Employee Suggestion System, the Governor's Award for Quality and Productivity, State Employee Recognition Week and Day, State Employee of the Month, and the WeSave Employee Discount Program.
- The Human Resources Service Center provides administration of human resources by providing a single point of contact for Office of Administration management and employees to obtain consistent responses to human resources situations and issues.

Division of Purchasing and Materials Management

The Division of Purchasing and Materials Management (DPMM) is responsible for the procurement of all state-required supplies, materials, equipment, and professional or general services, except for those agencies exempted by law. The DPMM executes procurement functions in accordance with applicable statutes by maximizing competition in the procurement process, conducting evaluations and negotiations as appropriate, and awarding contracts to the "lowest and best" bidders. The materials management section, the State Agency for Surplus Property (SASP), is responsible for transfers and disposal of state surplus property to obtain the maximum return on investment. The SASP acquires property declared excess by federal government agencies to distribute to eligible Missouri entities. The SASP is also responsible for the statewide in-house recycling program.

Boards and Commissions housed in the Office of Administration

There are 16 boards and commissions which are assigned to or housed within the Office of Administration.

Administrative Hearing Commission

The Administrative Hearing Commission (AHC) is an executive branch court that decides disputes, usually between a state agency and a business or individual, after a trial-type hearing. Its decisions are subject to review by judicial branch courts, if a party wishes to appeal. The AHC's jurisdiction is broad and frequently expanding with the passage of new legislation. Matters under its jurisdiction include state tax disputes; Medicaid provider payment disputes; due process complaints filed under the federal Individuals with Disabilities Education Act (IDEA); appeal of personnel matters under the state's merit system; discipline of professional licenses, as well as appeals of denials of those licenses; motor vehicle dealer licenses; decisions of certain commissions under the Department of Natural Resources; appeals of orders issued by the Ethics Commission; liquor control licenses; motor carrier and railroad safety matters; and surety agent licenses. The AHC is also statutorily charged with jurisdiction over certain franchisor-franchisee disputes, and serves as hearing officer pursuant to memoranda of understanding with the Missouri Commission on Human Rights and the Department of Agriculture. The AHC's jurisdiction was recently expanded to include appeals from DESE decisions, involving scholarship-granting organizations and special education students. The AHC consists of not more than five commissioners, appointed by the Governor and confirmed by the Senate, who serve six-year terms.

Board of Fund Commissioners

The Board of Fund Commissioners issues and redeems state general obligation bonds and performs other administrative activities related to state general obligation debt as assigned by law. The board is composed of the Governor, Lieutenant Governor, Attorney General, State Treasurer, and Commissioner of Administration. The Governor is president of the board, and the State Treasurer is secretary. The Director of the Division of Accounting serves as the Executive Secretary to assist the board in carrying out its responsibilities.

Board of Public Buildings

The Board of Public Buildings (BPB) has general supervision and charge of state facilities at the seat of government. The BPB also has the authority to issue revenue bonds for the construction of state office buildings and certain other facilities. The BPB is composed of the Governor, Lieutenant Governor, and Attorney General. The Governor serves as the chair, and the Lieutenant Governor is the secretary. The Speaker of the House of Representatives and the President Pro Tem of the Senate serve as ex officio members of the BPB but do not have the power to vote. The Office of Administration's Division of Facilities Management, Design and Construction and Division of Accounting assist the board in carrying out its responsibilities.

Board of Unemployment Fund Financing

The Board of Unemployment Fund Financing is authorized to issue debt or credit instruments to provide funds for the payment of unemployment benefits or maintaining an adequate fund balance in the unemployment fund, and as an alternative to borrowing or obtaining advances from the federal unemployment trust fund or for refinancing these loans or advances. The board is composed of the Governor, Lieutenant Governor, Attorney General, Director of the Department of Labor and Industrial Relations, and the Commissioner of Administration. The Governor serves as chair, the Lieutenant Governor serves as vice chair, and the Commissioner of Administration serves as secretary.

Children's Trust Fund

The Children's Trust Fund (CTF) is a non-profit organization that works to prevent child abuse and neglect through grant distribution, public education, awareness, and training. CTF was established by state statute in 1983 as a public-private partnership governed by a 21-member Board of Directors, including seventeen public members appointed by the Governor, twelve upon the advice and consent of the Senate. Unique in its origin and mission, CTF is the only state agency to receive non-general revenue funding for the specific purpose of child abuse and neglect prevention. Funding is obtained from dedicated fees on marriage licenses and vital records, voluntary contributions designated on Missouri state income tax returns, sales of the specialty CTF prevent child abuse license plate, general donations, interest income from the Fund, and other grants. CTF funded programs include building the protective factors known to strengthen families and prevent abuse, positive parenting education and family support, home visitation, mentoring, crisis nursery, fatherhood and grandparent support, sexual abuse prevention, prevention of Shaken Baby Syndrome, safe sleep environments for infants, infant nurturing, training, and community education.

Governor's Council on Disability

The Governor's Council on Disability (GCD) provides education and technical assistance to people with disabilities and the public about civil rights, employment, education, housing, and transportation; and ensures equal access and full participation for all individuals with disabilities in their communities at the local, state, and federal levels. GCD works to ensure that proposed legislation respect the rights of people with disabilities through legislative updates and the Legislation Education Project. The Council offers a summer leadership program for high school students with disabilities called the MO Youth Leadership Forum. Annually, the Inclusion Awards honors employers, or other entities or individuals, who have done an outstanding job promoting the inclusion of people with disabilities in the state. Additionally, the Youth Leadership Award honors a youth with disabilities who demonstrates outstanding leadership skills in their community. The Governor appoints 21 members-at-large, representing each Congressional district. The chair is appointed with the advice and consent of the Senate. An executive director and staff serve the council and the public.

Health and Educational Facilities Authority of the State of Missouri

The Missouri Health and Educational Facilities Authority provides access to the capital markets in an effort to lower the cost of health and educational services in Missouri by providing high quality, readily available, low cost financing alternatives for Missouri public and private, non-profit health and educational institutions. The authority consists of seven members appointed by the Governor with the advice and consent of the Senate.

Jackson County Sports Complex Authority

The authority is authorized under the laws of the State of Missouri to plan, construct, operate, and maintain a sports stadium fieldhouse, indoor and outdoor recreational facilities center, playing fields, parking facilities, and other concessions within Jackson County. The authority is empowered to issue bonds. The bipartisan authority consists of five commissioners who are qualified voters of the State of Missouri and residents of Jackson County. The Jackson County Commission submits a list of candidates to the Governor who appoints members from that list of candidates. The commissioners serve terms of five years.

Missouri Citizens' Commission on Compensation for Elected Officials

The Missouri Citizens' Commission on Compensation for Elected Officials was established to ensure that the power to control the rate of compensation of elected officials of this state is retained and exercised by taxpaying citizens of the state. Every two years, the commission reviews the relationship of compensation to the duties of all elected state officials. The commission's recommendation of a salary schedule shall become effective unless disapproved by the General Assembly. The 21-member commission members serve four-year terms. Twelve members are appointed by the Governor with advice and consent of the Senate, one member is selected at random by the Secretary of State from the registered voters of each congressional district, and one member is a retired judge appointed by the Supreme Court.

Missouri Ethics Commission

The Missouri Ethics Commission (MEC) is charged with the enforcement of conflict of interest and lobbying laws and campaign finance disclosure laws. The MEC also educates public officials, candidates for public office, registered lobbyists and the public about these laws. The MEC is composed of six members, appointed by the Governor with advice and consent of the Senate. Each member must be from a different congressional district. No more than two members appointed from the even-numbered congressional districts shall be members of the same political party, and no more than two members from the odd-numbered congressional districts shall be members of the same political party.

Missouri Minority Business Advocacy Commission

The Missouri Minority Business Advocacy Commission (MBAC) identifies and assesses the needs of minority businesses throughout the state; initiates aggressive programs to assist minority businesses in obtaining state and federal procurement; makes recommendations regarding state policies, programs, and procedures; and provides a focal point to assist and counsel minority small businesses in their dealing with federal, state, and local governments. The MBAC also initiates and encourages minority business education programs; analyzes current legislation and regulations as they affect minority businesses; and receives complaints and recommendations concerning policies and activities of federal, state, and local governmental agencies which affect minority small businesses. The nine-member commission consists of three minority business persons appointed by the Governor, two state representatives, two state Senators, the director of the Department of Economic Development, and the Commissioner of Administration.

Missouri Public Entity Risk Management Fund (MOPERM)

The Missouri Public Entity Risk Management (MOPERM) operates a shared-risk program offering tort liability, property, and other coverages for participating political subdivisions of the state. Membership of the board consists of the Attorney General, the Commissioner of Administration, and four members appointed by the Governor with the advice and consent of the Senate, who are officers or employees of those public entities participating in the fund.

Missouri State Capitol Commission

The Missouri State Capitol Commission (MSCC) was established to assure the future preservation, improvement, expansion, renovation, restoration, and integrity of the capitol, and to preserve its historical significance. The commission evaluates the restoration and preservation of the capitol and the history of the capitol, ensures accessibility to the capitol, and approves capitol studies and improvement, expansion, renovation, and restoration projects. In 2009, the commission was assigned the responsibility of initiating planning efforts for a centennial celebration of the laying of the capstone of the capitol building. The MSCC consists of 11 members, including four members appointed by the Governor with advice and consent of the Senate, two state representatives, two state senators, one employee of the House of Representatives, one employee of the Senate, and the Commissioner of Administration.

Missouri State Penitentiary Redevelopment Commission

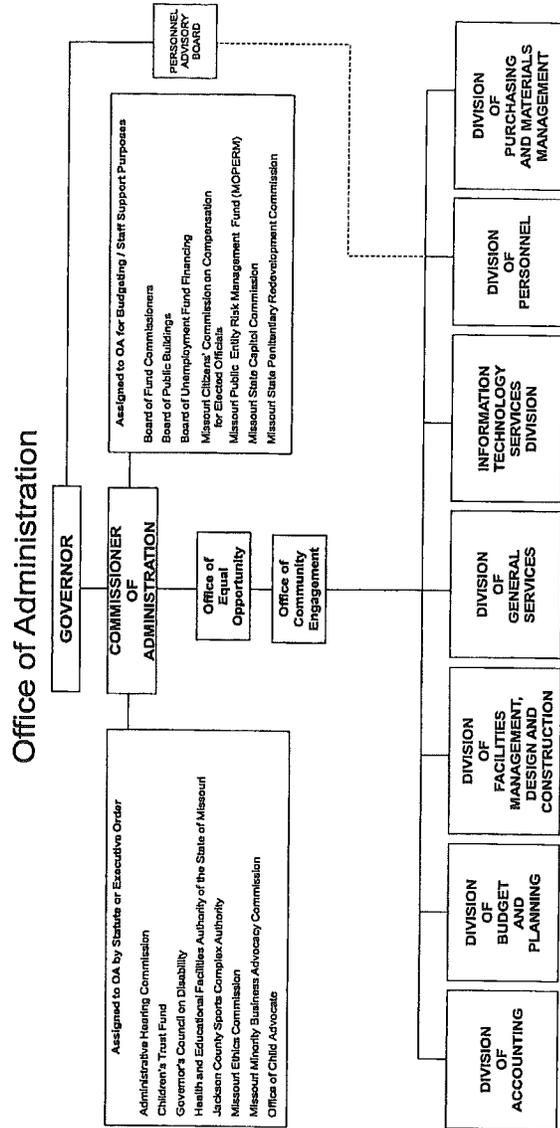
The Missouri State Penitentiary Redevelopment Commission (MSPRC) was established to redevelop the real property which encompassed the grounds of the Missouri State Penitentiary for over 150 years, so as to maintain its historic value for present and future generations of Missourians, and to provide new uses for the property which will benefit the citizens of the City of Jefferson, the County of Cole, and the State of Missouri as a whole. MSPRC is composed of ten members. Three commissioners are residents of Jefferson City and are appointed by the mayor, with the advice and consent of the governing body of that city; three commissioners are residents of Cole County but not of Jefferson City and are appointed by the county commission; and four commissioners, none of whom shall be residents of Cole County or of Jefferson City, are appointed by the Governor with the advice and consent of the Senate.

Office of Child Advocate

The Office of Child Advocate (OCA) provides families and citizens an avenue through which they can obtain an independent and impartial review of the decisions and/or actions made by the Department of Social Services, Children's Division. The main duties of the Office of Child Advocate are: (1) review foster care cases; (2) review unsubstantiated hotline investigations; (3) mediate between parents and schools regarding abuse allegations that occur in a school setting; (4) review child fatalities when there is a history of child abuse and neglect concerns or involvement with Children's Division; (5) intervene on behalf of a child during judicial proceedings; and (6) provide information and referrals for families needing resources. The OCA is managed by the Child Advocate, who is appointed jointly by the Governor and the Chief Justice of the Missouri Supreme Court, with the advice and consent of the Senate, and reports to the Commissioner of Administration.

Personnel Advisory Board

The Personnel Advisory Board (PAB) has oversight responsibility for the Missouri merit system and the Uniform Classification and Pay system and has policy-making authority in various areas of human resources administration. Responsibilities also include making recommendations to the Governor and the general assembly regarding the state's pay plan. The PAB consists of seven members, six of whom are appointed by the Governor with the advice and consent of the Senate. Four members are appointed from the public at large, one is a member of executive management in state government, and one is a non-management state employee. The seventh member is the person designated as the state equal opportunity officer, now known as the Director of the Office of Equal Opportunity.



11-18-14

APPENDIX C — DEPARTMENTAL PLANS

OFFICE OF ADMINISTRATION
SALARY SCHEDULE

Level	Title	FY 2015 Salary Range	
		Minimum*	Maximum
I	Commissioner of Administration	\$85,632	\$124,476
II	Deputy Commissioner of Administration	\$78,616	\$113,928
	Chief Information Officer**		\$110,500
III	Division Director, Accounting	\$72,048	\$104,364
II	Deputy Commissioner of Budget & Planning	\$78,616	\$113,928
III	Division Director, Facilities Management, Design & Construction	\$72,048	\$104,364
III	Division Director, General Services	\$72,048	\$104,364
III	Division Director, Personnel	\$72,048	\$104,364
III	Division Director, Purchasing & Materials Management	\$72,048	\$104,364
IV	Executive Director, MOPERM	\$87,488	\$95,544
V	Executive Director, Children's Trust Fund	\$54,864	\$76,788
V	Executive Director, Governor's Council on Disability	\$54,864	\$76,788
	Administrative Hearing Commissioners**		\$102,930

*The FY 2015 general salary adjustment was one-percent for calendar year 2015; at submission time, this increase is in expenditure restriction and not included in above amounts.

**These positions are not part of the Executive Pay Plan; amount listed is actual salary as of July 1, 2014.



GOVERNOR OF MISSOURI
JEFFERSON CITY
65102

JEREMIAH W. LAYTON NIXON
GOVERNOR

RECEIVED & FILED

DEC 29 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 780
65107 751-0822

December 24, 2014

The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

The attached revised departmental plan for the Department of Agriculture dated November 24, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

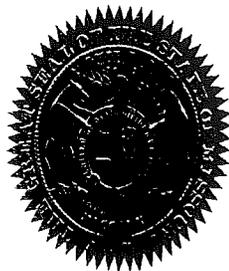
Attachment

APPROVED:

GOVERNOR

December 24, 2014
DATE

[SEAL]



ATTEST:

SECRETARY OF STATE

www.governor.mo.gov



DEPARTMENT of AGRICULTURE
STATE OF MISSOURI
JEFFERSON CITY

*Serving, promoting and protecting the agricultural products, processors
and consumers of Missouri's food, feed and fiber products.*

JEREMIAH W. (JAY) NIXON
GOVERNOR

RICHARD FORDYCE
DIRECTOR

November 24, 2014

Mr. Doug Nelson
Commissioner of Administration
State Capitol, Room 125
P.O. Box 809
Jefferson City, Missouri 65102

Dear Commissioner:

In accordance with the Reorganization Act of 1974, I respectfully submit the attached plan for the Department of Agriculture. In short, the Department of Agriculture has updated pertinent information since its most recent submission, including:

- 1) Renaming the Agriculture Marketing Program, in the Agriculture Business Development Division, the International and Business Development program to emphasize its international marketing of Missouri agricultural products. The program's reorganization incorporates the division's outreach efforts, allowing for the elimination of the Market Outreach Program. In addition, the division and program staff work with Missouri youth to encourage the pursuit of agricultural degrees and careers.
- 2) Renaming the Bureau of Feed and Seed, in the Plant Industries Division, the Bureau of Feed, Seed & Treated Timber. The Forest Resources program that previously contained Treated Timber within the Bureau of Integrated Pest Management has been eliminated. Accordingly, language has been added in this section to indicate that the treated timber industry is licensed and regulated by this bureau.
- 3) Renaming the Metrology Program, in the Weights, Measures & Consumer Protection Division, the Metrology/Grain Moisture Meter Program, evidencing that grain moisture device inspections are now included.
- 4) Updating the program locations for department trade offices and grain inspection offices.
- 5) Minor updating of the division and assigned entity descriptions.
- 6) Adjusting the department's salary schedule to reflect recent pay plan changes.

The Department of Agriculture did not introduce major changes to the department's organization structure.

Please find the attached department plan, organizational chart, and executive salary schedule submitted for your approval.

Sincerely,

MISSOURI DEPARTMENT OF AGRICULTURE

Director

GEORGE WASHINGTON CARVER STATE OFFICE BUILDING
Ph. (573) 751-4211 • 1616 Missouri Boulevard • P.O. Box 630 • Jefferson City, MO 65102-0630 • FAX (573) 751-1784 • mda.mo.gov

MISSOURI DEPARTMENT OF AGRICULTURE

DEPARTMENTAL PLAN
OCTOBER 2014

MISSION

The mission of the Missouri Department of Agriculture is to serve, promote and protect the agricultural producers, processors and consumers of Missouri's food, fuel and fiber products.

INTERNAL ORGANIZATION

The Missouri Department of Agriculture represents the diverse interests of the state's vast agricultural industry. The Department has the dual responsibility of protecting the state's producers, processors, distributors and consumers of food, fuel and fiber, while marketing Missouri's food and agricultural products at home and abroad. The Department was originally established by Senate Bill 42, passed in 1933. Its current constitutional authority is Article IV, Section 35, and its statutory authority is RSMo. Chapter 261.

OFFICE OF DIRECTOR

The Missouri Department of Agriculture is managed by a Director who is appointed by the Governor and confirmed by the Senate. The Director determines Department policy, oversees the Department's five divisions and serves as a liaison to the Governor, state legislators, the agriculture community and the public.

The Director is a standing member of the State Milk Board, the State Fair Commission, the Missouri Soil and Water Districts Commission, the Missouri Development Finance Board, the Missouri Petroleum Storage Tank Insurance Fund and the Missouri Agricultural and Small Business Development Authority.

The Deputy Director is responsible for coordination of activities of the division directors and manages the day-to-day operations of the Department. The Deputy Director acts on behalf of the Director in his/her absence.

Housed within the Office of the Director are the Department's administrative and support functions: fiscal, grants management, human resources, strategic communications, budget, general counsel, legislative and policy and planning.

The Director's Office is also responsible for the surveillance of foreign ownership of Missouri's agricultural farmland (RSMo Chapter 442) and for administering the provisions of RSMo. Chapter 350, relating to corporate farm registration.

AGRICULTURE BUSINESS DEVELOPMENT DIVISION

The Agriculture Business Development Division creates opportunities for success for Missouri's farmers and agribusinesses. Division staff help facilitate growth in Missouri's agriculture-based businesses by providing business counseling, information and training on a sector-by-sector basis.

Areas of specialization include capitalization, business planning, marketing, industry development, product and brand development and organizational structures. The Division also helps facilitate growth in Missouri's agriculture-based industries by working with key players such as universities, associations, private sector partners and federal and state agencies.

AgriMissouri

AgriMissouri is a branded program designed to grow the production of and demand for agricultural products raised and processed in Missouri. The program works with farmers, agribusinesses and retail outlets statewide to increase consumer recognition of Missouri's agricultural products in the marketplace.

International and Business Development Program

The International and Business Development Program focuses on both domestic and international marketing. Department specialists work with specific industry representatives or groups to establish marketing opportunities and promote Missouri commodities here and abroad. Through providing one-on-one assistance to producers interested in marketing, production and processing their commodities in new ways, the marketing personnel enhance farm profitability in Missouri through innovations in technology and marketing and promotions of value-added agriculture. With an international office in Taiwan, international marketing specialists are able to work worldwide to promote and sell Missouri agriculture products.

The division's staff also works with Missouri youth, encouraging them to pursue agricultural degrees and careers through the Missouri AgriBusiness Academy, the Missouri Livestock Grading and Judging Contest and Building Our American Communities grants.

Farmers' Markets/Specialty Crops

Consumers demand high quality and fresh products at more than 280 farmers' markets as well as traditional retail outlets. To increase awareness for Missouri markets, this program works one-on-one with farmers' markets to ensure safe and abundant fresh products. Farmers marketing fresh products require knowledge of food safety, manufacturing, distribution and general market and business regulations. This program assists both markets and growers in efforts to increase the production, consumption and sales of specialty crops.

Market News

Market News provides an unbiased, reliable, accurate and timely source for livestock and grain market news to remain competitive and assist them in making wise and profitable marketing decisions. It also guides producers in production planning and

provides a more even playing field in the marketplace. Market News staff report prices from 25 livestock auctions and 28 grain markets in Missouri. Daily market figures are published online and through the Weekly Market Summary.

ANIMAL HEALTH DIVISION

The Division of Animal Health, under the direction of the state veterinarian, promotes and protects Missouri's diverse and dynamic livestock industry. The assistance and oversight provided by the Division's programs ensure greater market access for Missouri's livestock and companion animal industries.

Animal agriculture accounts for about half of Missouri's annual agriculture cash receipts. The Division administers laws and programs designed to control and eradicate livestock disease and to maintain and enhance the integrity of the state's animal industries. This includes both mandatory and voluntary regulatory programs for beef and dairy cattle, horses, swine, poultry, sheep, goats, exotic and companion animals.

The state's progress in national disease control and eradication is due to the cooperative efforts of livestock producers, markets, practicing veterinarians, other agencies and animal health staff. Through these cooperative efforts, Missouri has achieved bovine Tuberculosis and Brucellosis Free status, swine Pseudorabies stage V status and avian Pullorum-Typhoid Clean status. In addition, the Division operates two state-of-the-art diagnostic laboratories in Jefferson City and Springfield.

AgriSecurity

The Animal Health Division works to safeguard the livestock industry and the public against the threat of bioterrorist attacks. In addition, the Division informs cattle producers of quality assurance targeting breeding and cow herd management, increases awareness and understanding of environmental issues affecting production agriculture, presents marketing and food safety programs to small poultry producers and inspects Missouri meat processors to supplement existing USDA inspections.

Animal Care Facilities

Missouri is one of very few states which regulate companion animals. The Animal Care Facilities Act Program (ACFA) became law on August 28, 1992, to ensure dogs and cats, specifically those under the care of breeders, dealers, animal shelters, rescue operations and municipal pounds, receive adequate health care, shelter, and proper socialization. The ACFA law, designed to benefit both the animals and the pet industry, requires any animal shelter, pound or dog pound, boarding kennel, commercial kennel, contract kennel, pet shop, exhibition facility, dealer or commercial breeder to be licensed and inspected annually.

Branding Cattle

Branding is one of the oldest and best ways to permanently identify livestock. It serves as an excellent safeguard against livestock theft, loss or dispute. Legislation passed in 1971 made the Missouri Department of Agriculture responsible for registering

livestock brands. Brands must be recorded as required by Missouri's Marks and Brands of Animals Law to prove ownership and be considered legal evidence in a court of law.

GRAIN INSPECTION AND WAREHOUSING DIVISION

The Grain Inspection and Warehousing Division is comprised of two programs that administer the Missouri Grain Warehouse Law, the Missouri Grain Dealer Law and the United States Grain Standards Act. These laws promote and protect commerce in the interest of grain producers, merchandisers, warehousemen, processors and consumers. They also promote a uniform official inspection system for the orderly marketing of grain. This Division also collects and disburses funds for nine commodity merchandising programs.

Grain Inspection Services Program

The Grain Inspection Services Program is designated to officially inspect, grade and weigh all grains that have standards established under the United States Grain Standards. The program provides four primary services:

- (1) official sampling to take a representative sample of grain from a particular lot;
- (2) official inspection to determine and certify the type, class, quality or condition of grain;
- (3) weighing certification to supervise the loading, unloading and weighing containers of grain; and
- (4) chemical analysis to determine the protein or oil content of grain and to determine the existence of mycotoxins in grain.

Services are provided at inspection offices in Marshall, New Madrid, and St. Joseph.

Grain Regulatory Services Program

The Grain Regulatory Services Program protects the public interest by auditing grain warehouses and grain dealers to determine grain obligations and financial solvency. The program enforces Missouri's Grain Warehouse and Grain Dealer laws so producers are aware that they are storing or merchandising their grain with licensed, bonded, reputable and financially stable grain businesses. The program annually licenses approximately 200 warehouses and 400 grain dealers and conducts more than 900 audits and investigations.

PLANT INDUSTRIES DIVISION

The Plant Industries Division is comprised of four Bureaus, which together administer state and federal laws. These laws facilitate agricultural production and marketing and provide consumer and environmental protection for Missouri citizens by regulating animal feeds and seeds, providing necessary certifications for interstate and international shipment of agricultural and forest products, ensuring plant pest protection for crops and forests, establishing grades and standards for fresh fruits and vegetables and regulating the use of pesticides.

Bureau of Feed, Seed & Treated Timber

The Bureau administers the Missouri Commercial Feed Law, Missouri Seed Law, and Missouri Treated Timber Law. The feed law regulates the manufacturing, distribution and labeling of commercial feed products to ensure that livestock producers and pet owners receive a guaranteed feed product. The Bureau, in partnership with the U.S. Food and Drug Administration, provides inspection reports and regulation involved with preventing Bovine Spongiform Encephalopathy (BSE), provides labeling assistance and investigates complaints related to animal feed.

The Bureau regulates seed products through inspecting, sampling, testing and labeling. Products are reviewed to ensure the product meets the labeled guarantees. The Bureau cooperates with the United States Department of Agriculture's (USDA) seed regulatory and testing branch in regulating the interstate movement of seed.

The Treated Timber Bureau is responsible for licensure of all treated timber producers conducting business within Missouri. The program is also responsible for the regulations governing the quality and distribution of treated wood products.

Bureau of Pesticide Control

The Bureau administers laws for registration, distribution and use of pesticides. All pesticides sold and used in Missouri are regulated by the Missouri Pesticide Registration Act. Bureau personnel inspect pesticides for proper labeling and registration and investigate misuse. The Missouri Pesticide Use Act allows the Bureau to certify commercial, noncommercial and private applicators and public operators. The act also provides for licensing pesticide dealers and pesticide technicians.

Bureau of Plant Pest Control

The Bureau administers laws to control insects, plant pests and plant diseases. It also administers the Missouri Plant Law, which mandates controlling harmful insects, plant pests and plant diseases through surveys, quarantines, nursery and greenhouse inspections and certification. The law also enables interstate and international shipments of Missouri plants and plant products.

As a service to Missouri beekeepers, the Bureau works under the Missouri Apiculture Law to inspect and certify honey-bee colonies. These procedures are required for interstate shipment of honey-bees.

Bureau of Integrated Pest Management

The Integrated Pest Management (IPM) Bureau includes Noxious Weed, Fresh Fruit and Vegetable Inspection and the IPM in Missouri Schools programs.

IPM strategies anticipate pest problems and prevent them from reaching economically damaging levels. The goal of the IPM Program is to assist producers with reducing dependence on pesticides through pest identification and surveys, adoption of improved cultural management practices, strategic control methods and, when practical,

the use of biological control agents. The Bureau provides oversight of grant funded programs including the IPM in Missouri Schools, Pesticide-Sensitive Crops Registry and US Forest Service pest surveys.

The program administers the statutes involving the control and/or eradication of noxious weeds as well as the appointment of Johnson Grass Control Board members in their respective counties.

The Fresh Fruit and Vegetable Inspection Program ensures buyers and sellers of this highly perishable product that commodities are graded and packed to conform to established USDA standards. Shipping point inspections at the point of origin determine the quality and grade of Missouri grown produce. Terminal market inspections confirm quality and grade of produce received by Missouri wholesale purchasers for distribution to retail outlets. Both types of inspections are provided upon request and at the expense of growers, shippers, or wholesale purchasers. The program is a State/USDA Agricultural Marketing Service cooperative effort.

Laboratory Support

Laboratories are maintained for analytical support to the seed, treated timber and commercial feed programs as well as other programs in the division.

WEIGHTS, MEASURES & CONSUMER PROTECTION DIVISION

As a consumer protection agency in the state, the Weights and Measures Division maintains surveillance of commercial weighing and measuring devices. The Division promotes uniformity in laws, regulations and standards to achieve equity between buyers and sellers. Sales of products and services impacted by Weights and Measures laws represent over 50 percent of U.S. gross national product totaling over \$4.5 trillion.

The Missouri Weights & Measures programs are operated in accordance with the National Institute of Standards and Technology. The Division also is a member of the National Conference on Weights and Measures, ASTM International and the National Fire Protection Association.

Device and Commodity Inspection Program

As required by Missouri statutes, device and commodity field personnel inspect large and small scales, grain hopper scales, taxicab meters, odometers, timing devices, fabric measuring devices, milk for quantity determination, country of origin labeling price verification, prepackaged merchandise and method of sale of commodities. The program enforces the Missouri Egg Law and the Missouri Unfair Milk Sales Practices Law.

Petroleum/Propane/Anhydrous Ammonia Program

The program combines a variety of services. Under the program, petroleum dispensers, petroleum terminal meters and metered fuel delivery trucks are tested for accuracy. Service station pumps are also inspected for accuracy and safety. Storage and handling of anhydrous ammonia are monitored for safety.

Metrology/Grain Moisture Meter Program

The metrology program conducts tests, calibrates and certifies field standards for state agencies and private institutions. The state metrologist is the official keeper of Missouri's primary standards of mass, volume and length. Grain moisture measuring devices are inspected for accuracy.

Fuel Quality Program

Fuel samples are collected by field personnel and submitted for testing. The petroleum laboratory analyzes gasoline, kerosene, heating oils and diesel fuel to make certain they meet state quality and safety standards.

Land Survey Program

The Land Survey Program provides information and resources for the accurate location, restoration and preservation of all United States Public Land Survey Corners in Missouri. The program is responsible for the maintenance and preservation of the geodetic reference system in Missouri. The program also maintains a records storage and retrieval system for land survey records and geodetic survey data.

BOARDS AND COMMISSIONS**State Fair Commission**

Established in 1899, the Missouri State Fair is one of the oldest fairs in the nation. The fairgrounds, which cover 396 acres in Sedalia (Pettis County), are open year round, providing facilities for horse and livestock shows, art and craft festivals, camping, rallies and other events. During the annual fair held each August, visitors enjoy educational and recreational activities, a carnival midway and musical entertainment.

The Missouri State Fair continues to be the state's largest agricultural and tourism event with exhibits showcasing livestock, row crops, horticulture and floriculture. The State Fair plays an important role in shaping Missouri agriculture, contributing to the state's economy and educating the public about the importance and necessity of agriculture. It features agribusiness exhibits and displays of Missouri-produced commodities.

The State Fair Commission, whose members are appointed by the Governor, oversees the Fair's operations.

Missouri Wine & Grape Board

The Missouri Wine and Grape Board is responsible for researching, developing and promoting Missouri grapes, juices and wine. The Board is funded by a tax on all wine sold in Missouri.

Missouri wineries continue to refine their grape growing and winemaking skills to offer distinctive, quality wines. The Wine and Grape Board sponsors research and advisory programs at the Grape and Wine Institute.

Missouri has more than 1,700 acres of grapes. Missouri wineries produce more than 910,000 gallons of wine with an overall economic impact of \$1.6 billion. Many of the state's 125 plus wineries consistently take top honors in prestigious domestic and international competitions.

The Board is administered by an eleven member commission which is appointed by the Governor and confirmed by the Senate.

State Milk Board

The State Milk Board administers milk inspection relation to Grade A milk and milk supplies to assure uniformity of procedures and interpretation of milk inspection regulations. The Grade A or fluid milk activities of the state are supported by revenue from inspection fees.

The manufacturing grade dairy program enforces sanitation and quality standards for manufactured dairy products and provides market testing of all milk at the first point of sale. Milk procurers, manufacturing plants, field superintendents, testers, graders, samplers, bulk milk truck operators and market testing laboratories are licensed by the State Milk Board.

Missouri Agricultural and Small Business Development Authority

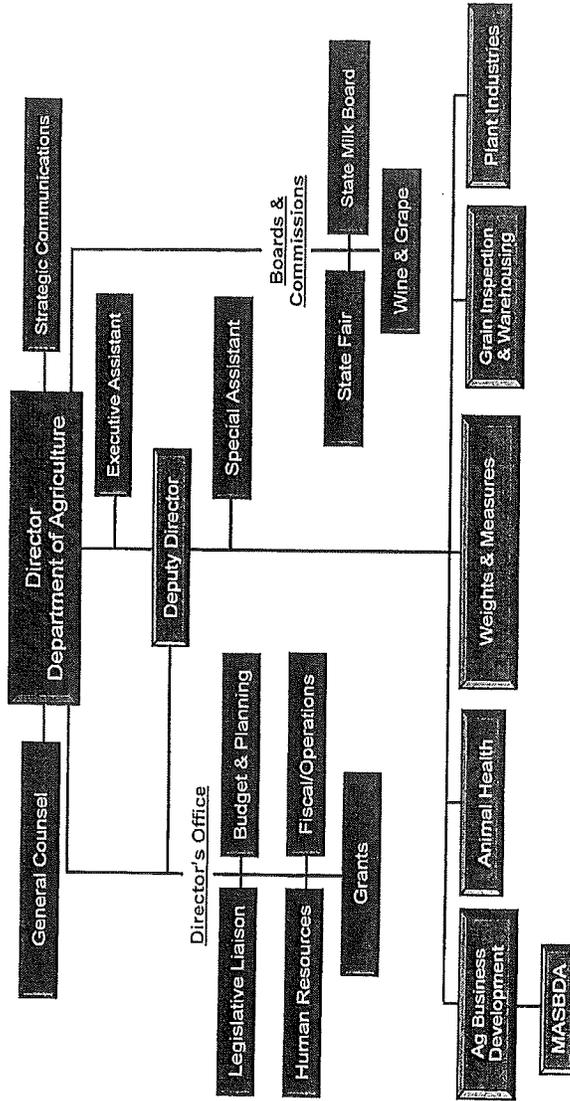
The Missouri Agricultural and Small Business Development Authority (MASBDA) promotes the development of agriculture and small business and reduces, controls and prevents environmental damage in Missouri. MASBDA provides additional sources of financing at interest rates that are below conventional rates.

Available loans and grants include: Beginning Farmer Loan Program, Animal Waste Treatment System Loan, Single-Purpose Animal Facilities Loan Guarantee, Missouri Value-Added Grant, Missouri Value-Added Loan Guarantee, New Generation Cooperative Incentive Tax Credit, Agricultural Products Utilization Contributor Tax Credit, Family Farm Breeding Livestock Tax Credit, Qualified Beef Tax Credit Program, Livestock Feed and Crop Input Loan Guarantee.

The authority is administered by a seven member commission, which is appointed by the Governor and confirmed by the Senate. The Director of Agriculture serves as an ex-officio member.

Missouri Department of Agriculture
Other Assigned Boards and Commissions

- AgriMissouri Advisory Commission for Marketing Missouri Agriculture Products
- Missouri Alternative Fuels Commission
- Missouri Cotton Growers' Organization Board of Directors
- Land Survey Advisory Commission
- Missouri Pet/Spay Neuter Fund Board
- Missouri Propane Gas Commission



DEPARTMENT OF AGRICULTURE SALARY SCHEDULE - FY 2015				
Exec. Level	UCP Range	Title	Exec Salary Range Min. (Annual)*	Exec Salary Range Max. (Annual)*
EX I	44	Department Director, Department of Agriculture	\$85,632	\$124,476
EX III	40	Deputy Director, Department of Agriculture	\$72,048	\$104,364
EX IV	38	Div. Dir., Div. of Animal Health	\$67,488	\$95,544
EX IV	38	Div. Dir., Div. of Grain Inspection & Warehousing	\$67,488	\$95,544
EX IV	38	Div. Dir., Div. of Plant Industries	\$67,488	\$95,544
EX IV	38	Ex. Dir., Missouri State Fair Commission	\$67,488	\$95,544
EX IV	38	Div. Dir., Div. of Weights and Measures	\$67,488	\$95,544
EX IV	38	Div. Dir., Div. of Agriculture Business Development	\$67,488	\$95,544
EX V	33	Ex. Dir., Missouri Wine and Grape Board	\$54,864	\$76,788
EX V	33	Executive Secretary, State Milk Board	\$54,864	\$76,788
EX V	33	Executive Dir., Ag & Small Business Development Authority	\$54,864	\$76,788

* The FY 2015 general salary adjustment was one-percent for calendar year 2015; at submission time, this increase is in expenditure restriction and not included in the above amounts.

APPENDIX C — DEPARTMENTAL PLANS



GOVERNOR OF MISSOURI
JEFFERSON CITY
65102

JEREMIAH W. UJAVY NIXON
GOVERNOR

December 24, 2014

RECEIVED & FILED

DEC 29 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 720
(672) 761-9222

The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

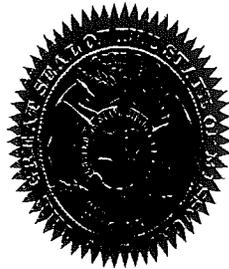
The attached revised departmental plan for the Department of Conservation dated November 6, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

Attachment

APPROVED:

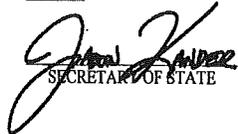

GOVERNOR

[SEAL]



December 24, 2014
DATE

ATTEST:


SECRETARY OF STATE

www.governor.mo.gov



MISSOURI DEPARTMENT OF CONSERVATION

Headquarters

2901 West Truman Boulevard, P.O. Box 160, Jefferson City, Missouri 65102-0180
Telephone: 573-751-4115 ▲ www.MissouriConservation.org

ROBERT L. ZIEHMER, Director

November 6, 2014

Mr. Douglas E. Nelson
Commissioner of Administration
Office of Administration
Room 125, State Capitol Building
Jefferson City, MO 65101

Dear Mr. Nelson:

In accordance with Section 1.8(2) of the State Omnibus Reorganization Act of 1974, attached herewith for the Missouri Department of Conservation are: an organization plan; an executive pay schedule for top department administrators; and, an organization chart. Please note the Information Technology Unit has been moved from the Administrative Services Division and is now under the Deputy Director – Administration and Communication. This change allows direct communication and reporting to the Director's Office. These changes are outlined on the organization chart.

If you require further information, please feel free to contact my office.

Sincerely,

ROBERT L. ZIEHMER
DIRECTOR

Attachments

- c: Conservation Commission
Deputy Director Tom Draper
Deputy Director Tim Ripperger
Assistant to Director Aaron Jeffries

COMMISSION

DON C. BEDELL
Sikeston

JAMES T. BLAIR, IV
St. Louis

MARILYNN J. BRADFORD
Jefferson City

DAVID W. MURPHY
Columbia

DEPARTMENT OF CONSERVATION

ORGANIZATION PLAN

The head of the Department of Conservation is a four (4)-member commission appointed by the governor with the advice and consent of the senate. The commission is charged with the control, management, restoration, conservation and regulation of the bird, fish, game, forestry and all wildlife resources of the state.

The commission appoints a director who serves as the administrative officer of the Department of Conservation. The director appoints other employees. Two (2) deputy directors, one (1) assistant to director – governmental relations, general counsel and internal auditor are responsible to the director and facilitate administration of the department. Programs and activities are carried out by the divisions of administrative services, design and development, fisheries, forestry, human resources, outreach and education, private land services, protection, resource science and wildlife. Policy Coordination Unit serves the director's office, divisions and regions by coordinating policy, strategic planning, environmental and cultural resource reviews, public involvement and surveys, and river basin management. Information Technology Unit serves the director's office, divisions and regions by providing technology planning, systems research and design, customer technical support, and administers voice and data network operations.

The department carries out its programs through the following major divisions:

Administrative Services Division provides administrative support by way of 5 units: Financial Services, Permit Services, Fleet Services, Flight Services, and General Services. The Division coordinates and administers all budget, revenue, and finance functions; distributes and manages hunting, fishing, commercial and landowner permits; manages the equipment fleet and aviation services; maintains the publications distribution center; and oversees the products and media loan service.

Design and Development Division provides engineering, architectural and construction services that enhance the Department's resource management efforts. The Division's primary functions are to help maintain the Department's diverse portfolio of infrastructure assets and manage the capital improvements program. Typical projects include wetlands, hatcheries, reservoirs, nature centers, buildings, river and lake accesses, stream improvements, shooting ranges and engineering studies. Related services include building and ground maintenance, surveying, construction management and environmental and cultural compliance permitting for construction projects and area development projects.

Fisheries Division manages 4 warm-water fish hatcheries (for rearing the fish needed to stock public waters and waters used for special fishing events and aquatic resource education) and 5 cold-water fish hatcheries (for rearing trout needed to stock public waters and trout parks); administers the Stream Team program, provides fisheries management of public impoundments, rivers and streams; offers technical guidance in stream and lake management to private landowners and other public agencies; oversees the acquisition and development of public fishing and boat access areas; administers community, agency, and partnership agreements; participates in recovery plans of threatened or endangered aquatic species; and educates and informs the public about aquatic resources through technical and popular written materials, electronic media, presentations to groups, workshops, interviews to journalists, and personal contacts.

Forestry Division ensures the health and sustainability of Missouri's urban and rural forest resources and addresses what people need from those resources. Forestry staff provide technical advice and assistance in the following forestry areas: health, wildfire suppression, planting, inventory and analysis, improvement, marketing, and management of resources. Technical assistance is also provided on the care of trees in our cities and towns. The Forestry Division maintains the Department's seedling nursery.

Human Resources Division provides a full range of services that help the Department attract and retain a diversified, dynamic workforce. Staff assist with recruitment and selection activities; administer salary and benefit programs; oversee a comprehensive group life, medical, accidental death, and dismemberment and dependent life insurance program; maintain official employee documents and records; and manage a safety program (including workers' compensation); monitor the Department's compliance with employment practices relating to affirmative action, ADA and drug testing; provide employee training and development programs; administer employee assistance and wellness activities; and facilitate the disciplinary and grievance process.

Outreach and Education Division helps Missourians of all ages enjoy and understand the value of our plant and animal resources and how to keep them thriving for years to come. Outreach and Education staff provide hands-on connections with the outdoors through skills classes, educational units, nature center programs and special events. Outreach programs staff produce a variety of information tools, including the Department website, Missouri Conservationist magazine, Xplor magazine for kids, books, brochures, videos, DVDs, exhibits, news, nature shops and more. Conservation education staff provide hands-on, place-based units to educators through the Discover Nature Schools program. Nature center staff help Missourians learn more about forest, fish and wildlife resources and ways to put conservation into practice. Outdoor skills staff work through schools and Department shooting ranges to provide hunter education and shooting sports opportunities for all Missourians, school-based skills training, and programs and clinics for youth and adults who want to hunt and fish. Conservation education and outdoor skills staff strive to help all Missourians enjoy the outdoors through safe and ethical, nature-based recreation.

Private Land Services Division helps Missouri landowners achieve their land use objectives in ways that enhance the conservation of Missouri's natural resources. Private Land Services staff promote the sound management of forest, fish, wildlife and natural community resources through voluntary participation, information, financial assistance, and partnerships. This includes assistance to landowners to evaluate natural resource and wildlife damage conditions, and recommendations of management and improvement techniques. They establish partnerships with other state and federal agencies, commodity groups, agri-businesses, and conservation organizations to develop and achieve common natural resource goals. They strive to encourage a land management ethic among landowners, increase community involvement, build trust, and heighten understanding of the Department's mission.

Protection Division is responsible for enforcement of The Wildlife Code of Missouri and related statutes on both private and public lands as well as many other duties. Conservation agents are assigned to each county in Missouri, and represent the Department in a wide variety of programs. Agents administer the hunter education program in their local area. Agents provide conservation information and education through newspaper articles, adult and youth meetings, exhibits, clinics, and radio/television programs. Protection Division personnel provide basic information and materials for forest, fish and wildlife management to Missouri citizens, and are involved in administering Department landowner assistance programs. In addition, conservation agents routinely make contacts with landowners who have wildlife depredation or nuisance problems, poaching or trespass problems, and a host of other needs. Protection Division

cooperates with the Conservation Federation of Missouri in administering Operation Game Thief, Operation Forest Arson, and Share the Harvest programs.

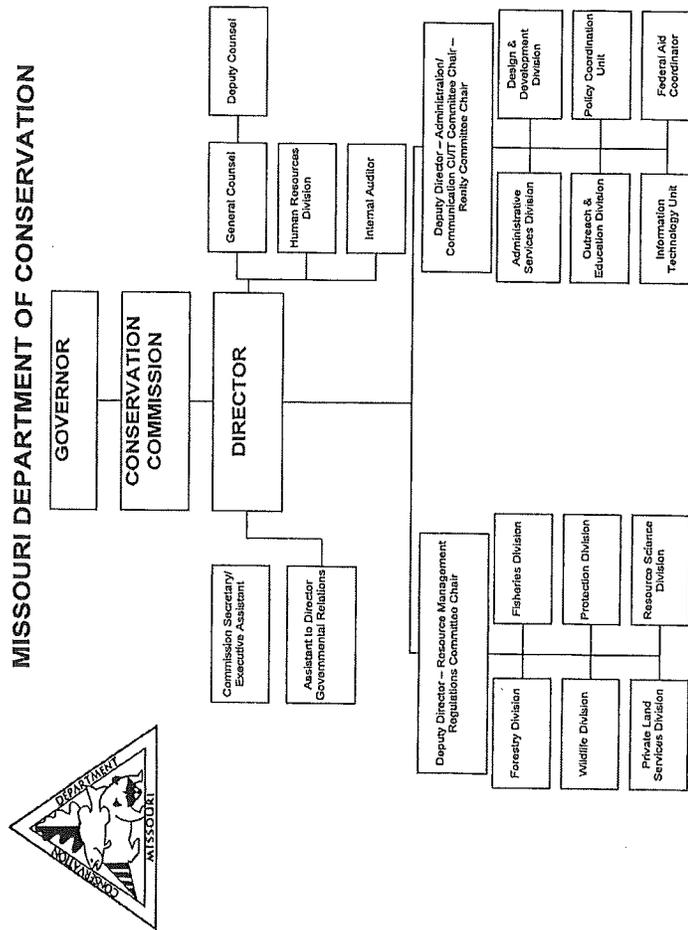
Resource Science Division ensures integration of population dynamics, habitat relationships, and constituent desires into science-based management and policy for grassland, agricultural, forest, wetland, and aquatic systems. An emphasis on biometrics, GIS/GPS technologies, and database management is required for sound study design, comprehensive analysis, and confident reporting of research and monitoring results. Science services in the form of diagnostics, genetics research, and water quality investigations provide specialized assistance for resource professionals as well as the Missouri public. Assisting resource managers with evaluation of their fish, wildlife, and habitat management efforts also is a priority for the Resource Science Division. Special emphasis on species and communities of concern through surveys, monitoring and comprehensive databases is dedicated to protecting endangered species, wildlife diversity and natural community conservation. Training of resource managers through specialized workshops provides skills in taxonomy, field sampling methods, and technical applications. The Division also provides technical support for establishing harvest regulations, conservation planning, and public information through popular and professional publications.

Wildlife Division is responsible for actively managing habitats on public lands for Missouri citizens to enhance natural communities and improve habitats for plants and animals and Missouri citizens. Accomplishing this objective involves a wide range of programs and activities on public and private land. Administration of hunting programs on public lands and coordination with other agencies help ensure that wildlife and wildlife habitat receive full consideration in all land management activities. The Wildlife Division also provides a number of special services designed to aid people in many aspects of wildlife conservation. These include management advice to individuals and groups interested in wild animals, assistance to alleviate wildlife damage, personal appearances as speakers on wildlife topics, and preparation of publications, reports, regional plans and replies to inquiries.

General Counsel provides legal advice to the commission and administrative staff and provides legal counsel in matters of litigation; aids in formulating policy; advises in the formulation of regulations; and performs review of legal documents, agreements, and memorandums of understanding.

Deputy Counsel performs title and document review relating to the acquisition of real property; assists General Counsel as needed; and supervises the Realty Services staff.

Internal Auditor reviews operations and programs to assure that resources are used efficiently, and provides the commission and administration with information useful in directing and controlling department operations. Internal Auditor also serves as the Departments' Custodian of Records, and the Hearing Officer for privilege suspensions associated with wildlife code and various other violations.



Effective 7/1/2014

Department of Conservation

Actual Salaries

<u>Position Title</u>	<u>Salary Range</u>
Director	\$140,004
Deputy Director	\$114,488
Asst to Director-Gov'tl Relations	\$89,700
Division Chief	\$81,264 - \$100,344
General Counsel	\$84,516
Internal Auditor	\$68,100
Section/Unit Chief	\$60,528 - \$82,796



GOVERNOR OF MISSOURI
JEFFERSON CITY
65102

JEREMIAH W. LIAW NIXON
GOVERNOR

December 24, 2014

RECEIVED & FILED

DEC 24 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 720
6701 761-3222

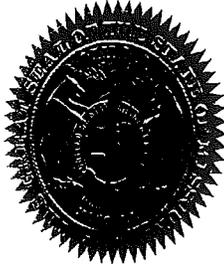
The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

The attached revised departmental plan for the Department of Health and Senior Services dated November 4, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

Attachment

[SEAL]



APPROVED:

[Signature]
GOVERNOR

December 24, 2014
DATE

ATTEST:

[Signature]
SECRETARY OF STATE

www.governor.mo.gov



Missouri Department of Health and Senior Services
 P.O. Box 870, Jefferson City, MO 65102-0570 Phone: 573-761-8400 FAX: 573-751-5010
 RELAY MISSOURI for Hearing and Speech Impaired 1-800-735-2000 VOICEMAIL 1-800-735-2488
 Gail Vasterling
 Director



Jeremiah W. (Jay) Nixon
 Governor

November 4, 2014

Douglas E. Nelson, Commissioner
 Office of Administration
 State Capitol Building, Room 125
 Jefferson City, MO 65101

Dear Commissioner Nelson:

In accordance with the Reorganization Act of 1974, I respectfully submit the attached update to the Department of Health and Senior Services departmental plan. Revisions to the plan include:

- The State Public Health Laboratory was moved from the Division of Community and Public Health to Support Services. This change recognizes the supportive role played by the State Public Health Laboratory for the Department of Health and Senior Services.
- Within the Division of Senior and Disability Services, the Section for Adult Protective and Community Services was renamed the Bureau of Home and Community Services.
- The Alzheimer's State Plan Task Force was removed from the list of boards and commissions assigned to the department.

The above-listed changes will not result in any additional costs to the state. The updated department plan, organizational chart and executive salary schedule are enclosed for your approval.

Sincerely,

Gail Vasterling
 Director

GV:BF:tm

Enclosures

www.health.mo.gov

Healthy Missourians for life.

The Missouri Department of Health and Senior Services will be the leader in promoting, protecting and partnering for health.

AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER: Services provided on a nondiscriminatory basis.

Department of Health and Senior Services

2014 Department Plan

The Department of Health and Senior Services was created by the passage of House Bill 603 in May 2001. The bill transferred the roles and responsibilities of the Division of Aging in the Department of Social Services to the Department of Health, creating the Department of Health and Senior Services. The Department of Health and Senior Services is committed to:

- increasing commitment to and investment in public health;
- improving health and health care delivery;
- ensuring that Missourians are healthy and safe; and
- operating department programs efficiently and effectively.

The **State Board of Health** and **State Board of Senior Services** serve as advisory bodies for activities of the Department of Health and Senior Services. These boards advise the department director in planning for and operating the department, and act in an advisory capacity regarding rules promulgated by the department. Both boards consist of seven members appointed by the Governor with the advice and consent of the Missouri Senate.

Departmental Support Services is responsible for management of the department and administration of its programs and services. It provides a variety of support services for the department, and includes the following units:

- Division of Administration;
- Office of General Counsel;
- Office of Governmental Policy and Legislation;
- Office of Human Resources;
- Office of Public Information;
- Office of Performance Management;
- Office on Women's Health;
- Office of Primary Care and Rural Health;
- Office of Minority Health; and
- State Public Health Laboratory.

The **Division of Community and Public Health** is tasked with overseeing the health and welfare of Missourians. Division responsibilities include preventing and controlling the spread of infectious disease; assuring access to healthy environments in homes, child care centers, schools, restaurants, and lodging facilities; coordinating public health emergency preparedness efforts; preventing and reducing the rates of chronic disease; reducing the spread of sexually transmitted disease; improving maternal and child health; and increasing access to food and nutrition resources and promoting healthy living. The division is also the principal unit responsible for the issuance of certified vital records (death, birth and marriage); and the collection, analysis, storage and dissemination of health data. Programs under this division include:

- Center for Local Public Health Services;
- Office of Emergency Coordination;
- Office of Financial and Budget Services;
- Section for Disease Prevention;
- Section for Environmental Public Health;

- Section of Epidemiology for Public Health Practice;
- Section for Healthy Families and Youth;
- Section for Community Health and Chronic Disease Prevention; and
- Section for Special Health Services.

The Division of Senior and Disability Services serves as the designated State Unit on Aging, working in partnership with the ten Area Agencies on Aging. It investigates allegations of elder abuse and administers programs designed to maximize independence and safety for adults who are at risk of abuse, neglect and financial exploitation or have long-term care needs that can be safely met in the community. Programs under this division include:

- Bureau of Senior Programs;
- Central Registry Unit;
- Office of Long Term Care Ombudsman; and
- Bureau of Home and Community Services.

The Division of Regulation and Licensure ensures the quality of a variety of entities including child care facilities; hospitals and ambulatory surgical centers; medical and industrial sources of radiation; home health and hospice providers; long-term care facilities including residential care, assisted living facilities, intermediate care and skilled nursing facilities; emergency medical services; and pharmacies and persons authorized to prescribe or dispense controlled substances. Programs under this division include:

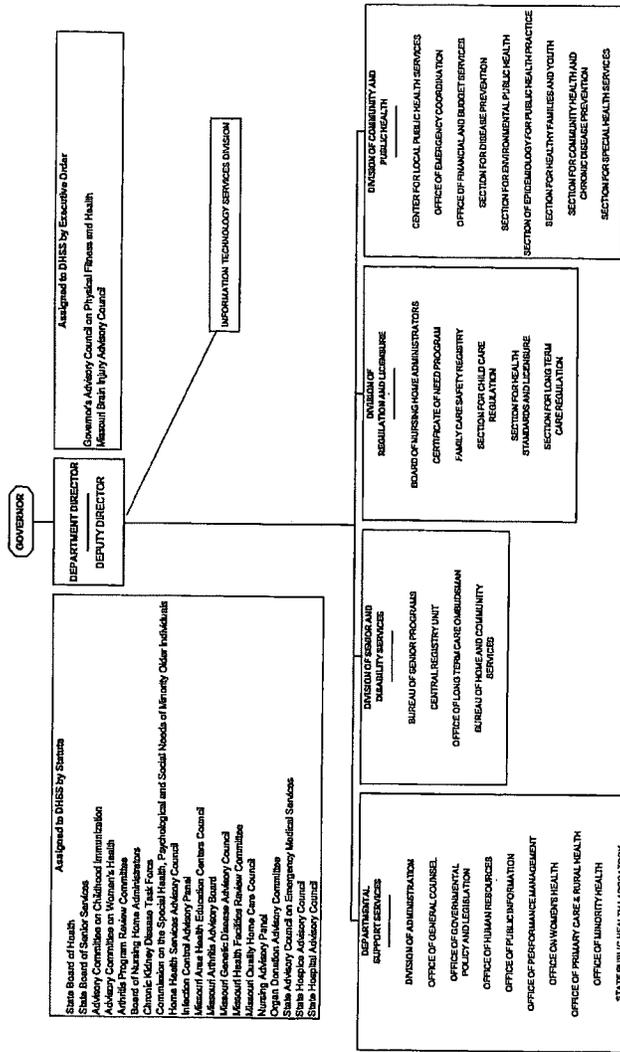
- Board of Nursing Home Administrators;
- Certificate of Need Program;
- Family Care Safety Registry;
- Section for Child Care Regulation;
- Section for Health Standards and Licensure; and
- Section for Long Term Care Regulation.

The following Boards and Commissions are assigned to the Department of Health and Senior Services by statute or executive order:

- State Board of Health;
- State Board of Senior Services;
- Advisory Committee on Childhood Immunization;
- Advisory Committee on Women's Health;
- Arthritis Program Review Committee;
- Board of Nursing Home Administrators;
- Chronic Kidney Disease Task Force;
- Commission on the Special Health, Psychological and Social Needs of Minority Older Individuals;
- Governor's Advisory Council on Physical Fitness and Health;
- Home Health Services Advisory Council;
- Infection Control Advisory Panel;
- Missouri Area Health Education Centers Council;
- Missouri Arthritis Advisory Board;
- Missouri Brain Injury Advisory Council;
- Missouri Genetic Disease Advisory Council;
- Missouri Health Facilities Review Committee;

- Missouri Quality Home Care Council;
- Nursing Advisory Panel;
- Organ Donation Advisory Committee;
- State Advisory Council on Emergency Medical Services;
- State Hospice Advisory Council; and
- State Hospital Advisory Council.

Department of Health and Senior Services



DEPARTMENT OF HEALTH AND SENIOR SERVICES
EXECUTIVE SALARY SCHEDULE

Exec. Level	Range	Salary Range*		Title
		Minimum	Maximum	
I	44	\$85,632	\$124,476	Department Director
II	42	\$78,516	\$113,928	Deputy Department Director
III	40	\$72,048	\$104,364	Director, Division of Community and Public Health
III	40	\$72,048	\$104,364	Director, Division of Senior and Disability Services
III	40	\$72,048	\$104,364	Director, Division of Regulation and Licensure
IV	38	\$67,488	\$95,544	Director, Division of Administration
VI	31	\$48,636	\$70,500	Director, Certificate of Need
VI	31	\$48,636	\$70,500	Director, Board of Nursing Home Administrators

*The FY 2015 general salary adjustment was one percent for calendar year 2015. At submission time, this increase is in expenditure restriction and is not included in the above amounts.

APPENDIX C — DEPARTMENTAL PLANS



GOVERNOR OF MISSOURI
JEFFERSON CITY
65102

JEREMIAH W. JAYNIXON
GOVERNOR

December 24, 2014

RECEIVED & FILED

DEC 29 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 720
65703 781-0822

The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

The attached revised departmental plan for the Department of Insurance, Financial Institutions and Professional Registration dated November 6, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

Attachment

[SEAL]



APPROVED:

GOVERNOR

December 24, 2014
DATE

ATTEST:

SECRETARY OF STATE

www.governor.mo.gov

Jeremiah W. (Jay) Nixon
Governor
State of Missouri



Department of Insurance
Financial Institutions
and Professional Registration
John M. Huff, Director

Memo

To: Douglas E. Nelson, Commissioner
Office of Administration

From: John M. Huff, Director 
Department of Insurance, Financial Institutions and Professional Registration

Date: 11/6/2014

Re: Department Organization Structure Update

Please find attached the organizational plan for the Department of Insurance, Financial Institutions and Professional Registration. This organization plan submittal updates title changes in the organizational structure and pay ranges on the salary schedule.

If you have any questions about this plan, please contact Susan Cardwell at 526-2938.

Attachment

Jeremiah W. (Jay) Nixon
Governor
State of Missouri



Department of Insurance
Financial Institutions
and Professional Registration
John M. Huff, Director

ORGANIZATION PLAN AND CHART

The Department of Insurance, Financial Institutions and Professional Registration ("DIFP") is charged with the administration and execution of laws relating to insurance in Chapters 325 and 374 through 385, RSMo, health service organizations and health maintenance organizations in Chapter 354, RSMo, insurance-related provisions in the workers' compensation law in Chapter 287, the tort laws in Chapter 537, RSMo, laws relating to finance in Chapters 361 through 369 and 371, RSMo, credit unions in Chapter 370, RSMo, and the regulation of numerous professions under Chapters 209, 214, 256, 324, 326 through 346, 436 and 620, RSMo.

The head of DIFP is a director appointed by the Governor with the advice and consent of the Senate under the authority of Section 374.020, RSMo. The director is assisted by a deputy director and by seven division directors carrying out various regulatory and administrative responsibilities.

Three divisions primarily relate to the monitoring of insurance markets and the functional regulation of participants in those markets:

Consumer Affairs Division – This division assists the general public in resolving complaints against insurance companies, producers and navigators, providing information to consumers and investigating complaints of insurance fraud and unfair claims settlement practices.

Insurance Market Regulation Division – This division protects the interests of Missouri's insurance-buying consumers by routinely reviewing insurance contracts and examining insurance offices to ensure companies are conducting business in compliance with state laws and regulations.

Insurance Company Regulation Division – This division administers the admission of insurance companies into the Missouri market and monitors the financial condition of all Missouri based insurance companies. This division is also responsible for monitoring the financial condition and the licensing of captive insurance companies.

These three divisions are led by division directors appointed by the DIFP director. The primary responsibility of the deputy director is the administration of the three insurance-related divisions.

Two divisions relate to the function of regulating participants in the business of finance:

Division of Finance – This division is responsible for the incorporation and regulation of state-chartered banks, trust companies, savings banks and other entities in the Missouri finance market and monitors the activity of participants in the finance markets.

801 West High Street, Room 630, P.O. Box 690 • Jefferson City, Missouri 65102-0690
Telephone 573/761-4128 • TDD 1-873-826-4536 (Hearing Impaired)
<http://www.difp.mo.gov>

Division of Credit Unions – This division administers the entry of credit unions into the Missouri finance market and monitors the activity of those participants in the finance markets.

The sixth division is the Division of Professional Registration. Professional Registration is charged with protecting the public by licensing qualified professionals, enforcing professional standards and maintaining communication with the licensed professionals. The division coordinates the efforts of 40 regulatory boards and commissions.

The seventh division in DIFP is the Administration Division. This division is responsible for the general operation and support within the department, including budgeting, human resources, fiscal management and strategic planning. The division is also responsible for the licensing of insurance producers operating within the state as well as public adjusters, bail bondsmen, surety recovery agents, surplus line brokers, motor vehicle service contract providers & producers, portable electronics insurance providers and navigators. This division is led by a division director appointed by the DIFP director.

The Director of DIFP also receives assistance from a public information officer; a legislative affairs coordinator; a legal section which provides legal advice to the director and prosecutes administrative and civil enforcement actions; and a receivership section that supervises insolvent insurance companies placed into court receivership.

Jeremiah W. (Jay) Nixon
Governor
State of Missouri



Department of Insurance
Financial Institutions
and Professional Registration
John M. Huff, Director

Division of Professional Registration Board/Commission Listing

Behavior Analyst Advisory Board
Board for Architects, Professional Engineers, Professional Land Surveyors and Landscape Architects
Board for Respiratory Care
Board of Accountancy
Board of Chiropractic Examiners
Board of Cosmetology and Barber Examiners
Board of Embalmers & Funeral Directors
Board of Examiners for Hearing Instrument Specialists
Board of Geologist Registration
Board of Nursing
Board of Occupational Therapy
Board of Optometry
Board of Pharmacy
Board of Podiatric Medicine
Board of Private Investigator and Private Fire Investigator Examiners
Board of Registration for the Healing Arts
Board of Therapeutic Massage
Committee for Professional Counselors
Committee for Social Workers
Committee of Dietitians
Committee of Interpreters
Committee of Psychologists
Dental Board
Interior Design Council
Missouri Acupuncturist Advisory Committee
Missouri Advisory Commission for Anesthesiologist Assistants
Missouri Advisory Commission for Clinical Perfusionist
Missouri Advisory Commission for Dental Hygienists
Missouri Advisory Commission for Physician Assistants
Missouri Advisory Commission for Professional Physical Therapists
Missouri Advisory Commission for Speech-Language Pathologists & Audiologists
Missouri Athletic Trainer Advisory Committee
Office of Athlete Agents
Office of Athletics
Office of Endowed Care Cemeteries
Office of Tattooing, Body Piercing & Branding
Real Estate Appraisers Commission
Real Estate Commission
State Committee of Marital & Family Therapists
Veterinary Medical Board

301 West High Street, Room 530, P.O. Box 690 • Jefferson City, Missouri 65102-0690 •
Telephone 573/761-4126 • TDD 1-873-628-4536 (Hearing Impaired)
<http://www.dfp.mo.gov>

Jaromiah W. (Jay) Nixon
Governor
State of Missouri



Department of Insurance
Financial Institutions
and Professional Registration
John M. Huff, Director

Division of Finance Board/Commission Listing
State Banking and Savings and Loan Board
Residential Mortgage Board

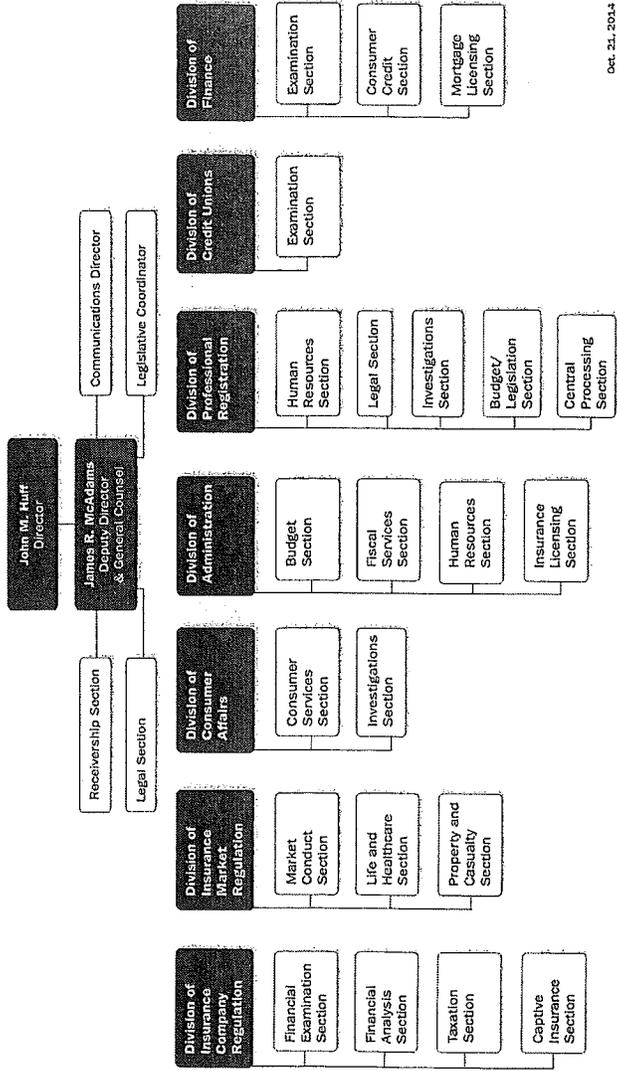
Division of Credit Unions Board/Commission Listing
Credit Union Commission

Insurance Divisions Board/Commission Listing
Workers' Compensation Determination Review Board

301 West High Street, Room 630, P.O. Box 690 • Jefferson City, Missouri 65102-0690 •
Telephone 673/761-4126 • TDD 1-573-826-4536 (Hearing Impaired)
<http://www.difp.mo.gov>

DIFP organizational chart

Department of Insurance,
Financial Institutions &
Professional Registration



Oct. 21, 2014

APPENDIX C — DEPARTMENTAL PLANS

C - 47

DEPARTMENT OF INSURANCE, FINANCIAL INSTITUTIONS AND
PROFESSIONAL REGISTRATION
SALARY SCHEDULE

Executive Level	Title	FY2016 Salary Range**	
		Minimum	Maximum
I	Department Director	\$85,632	\$124,476
II	Deputy Director/General Counsel	\$78,616	\$113,928 [†]
IV	Division Director, Consumer Affairs	\$67,488	\$95,644
	Division Director, Credit Unions**		\$99,000
	Division Director, Finance**		\$105,872
	Chief Financial Examiner, Insurance Company Regulation		\$105,174
IV	Division Director, Insurance Company Regulation	\$67,488	\$95,644
IV	Division Director, Insurance Market Regulation	\$67,488	\$95,644
IV	Division Director, Professional Registration	\$67,488	\$95,644
IV	Division Director, Administration	\$67,488	\$95,644

[†]Maximum authorized to be \$1,000 less than the Director's salary, per Section 374.120, RSMo.

**These positions are exempt from the Uniform Classification and Pay System (UCPS), pursuant to enactment of House Bill 378 and Senate Bill 318 (TAFP 2005).

***FY 2016 general salary adjustment was one-percent for calendar year 2015; at submission time, this increase is in expenditure restriction and not included in above amounts.

APPENDIX C — DEPARTMENTAL PLANS



GOVERNOR OF MISSOURI
JEFFERSON CITY
65102

JEREMIAH W. JOYNTON
GOVERNOR

December 24, 2014

RECEIVED & FILED

DEC 29 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 780
673761-0222

The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

The attached revised departmental plan for the Department of Mental Health dated November 7, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

Attachment

APPROVED:

GOVERNOR

December 24, 2014
DATE

[SEAL]



ATTEST:

SECRETARY OF STATE

www.governor.mo.gov

JEREMIAH W. (JAY) NIXON
GOVERNOR



KEITH SCHAFER, Ed.D.
DIRECTOR

STATE OF MISSOURI
DEPARTMENT OF MENTAL HEALTH

1709 EAST ELM STREET
P.O. BOX 687
JEFFERSON CITY, MISSOURI 65102
(573) 761-4122
(573) 761-8224 FAX
www.dmh.mo.gov

November 7, 2014

Mr. Doug Nelson, Commissioner
Office of Administration
Room 125, State Capitol
Jefferson City, MO 65102

Dear Doug:

Enclosed please find the Department of Mental Health's current organizational chart and salary schedule for executive and administrative positions.

The organizational changes made since last year's submission to the Secretary of State relates to Cottonwood Residential Treatment Center and Southwest Missouri Psychiatric Rehabilitation Center, formerly under the Division of Behavioral Health.

Cottonwood Residential Treatment Center will transition to Community Counseling Center (CCC), and Southwest Missouri Psychiatric Rehabilitation Center is currently privatized by Pathways Community Health.

The Chief Clinical Officer, formerly under the Director, has integrated into two part-time positions as Chief Medical Director-Child and Chief Medical Director-Adult; which provides continuous quality improvement of mental health treatment and recovery services assisting in setting the department's standards of care on both clinical and programmatic levels.

Sincerely,

A handwritten signature in black ink, appearing to read "Keith Schafer".

Keith Schafer, Ed.D.
Director

An Equal Opportunity Employer; services provided on a nondiscriminatory basis.

Department of Mental Health

The Department of Mental Health was officially established on July 1, 1974 as a cabinet-level state agency by the Omnibus State Government Reorganization Act; however, its functions date back to 1847. The Department serves as the state's Mental Health Authority, establishing philosophy, policy, and standards of care. State law provides three principal missions for the Department: (1) the prevention of mental disorders, developmental disabilities, substance use disorders, and compulsive gambling; (2) the treatment, habilitation, and rehabilitation of Missourians who have those conditions; and (3) the improvement of public understanding and attitudes about mental disorders, developmental disabilities, substance use disorders, and compulsive gambling.

The vision for the Missouri Department of Mental Health is "Hope, Opportunity, Community Inclusion Missourians receiving mental health services will have the opportunity to pursue their dreams and live their lives as valued members of their communities." Missourians must know that mental illness is treatable, that persons with substance use disorders can triumph over their addictions, and that persons with developmental disabilities can be productive citizens and good neighbors in their communities.

Mental Health Commission

The Commission, composed of seven members, appoints the Director of the Department of Mental Health with confirmation of the Senate. Commissioners are appointed to four-year terms by the Governor, again with the confirmation of the Senate. Commissioners serve as policy advisers to the Department Director.

The Commission, by law, must include an advocate of community mental health centers, a physician who is an expert in the treatment of mental illness, a physician concerned with developmental disabilities, a member with business expertise, an advocate of substance abuse treatment, a citizen who represents the interests of consumers of psychiatric services and a citizen who represents the interests of consumers of developmental disabilities services.

Office of the Director

The seven-member Missouri Mental Health Commission serves as the principal policy advisory body to the Department Director. The Director's duties include planning, supervising and evaluating the provision of services for Missourians with mental illness, developmental disabilities and substance use disorders. The Department of Mental Health (DMH) is comprised of two program divisions, the Division of Behavioral Health and the Division of Developmental Disabilities, and the Division of Administration, and several support offices.

DMH serves approximately 170,000 Missourians annually through state-operated facilities and contracts with private organizations and individuals. The state-operated psychiatric facilities include inpatient psychiatric care for adults and children, and services provided for court appointed offenders to the Sexual Offender Rehabilitation Treatment Services unit. In addition, habilitation centers and regional centers serve individuals with developmental disabilities. Other services are purchased from a variety of privately operated programs statewide through approximately 1,300 contracts managed annually by DMH.

Deputy Director

The Office of the Deputy Director provides the leadership and direction for a variety of department-wide and statewide functions that support program operations and services to DMH consumers. These include supervisory responsibility for the department's office of General Counsel, Office of Human Resources, Office of Deaf Services, Office of Consumer Affairs, Office of Children's Services, and the Investigations Unit. The Deputy Director also leads special projects at the Department Director's discretion.

Division of Administrative Services

The Division of Administrative Services oversees the Department of Mental Health budget. In addition, the Division of Administrative Services coordinates more than \$296 million in reimbursements from Medicaid, Medicare, disproportionate share hospitals (DSH) and other third parties. The Division is responsible for processing accounts payable for Central Office, Financial Management, Reporting and Control, Budget Development and Budget Control, Central Office General Services, Fleet Management, Procurement and Contract Management, Revenue Maximization, H/O HealthNet, Medicare, and other revenue billings and collections.

Division of Behavioral Health

The Division of Behavioral Health (DBH) provides comprehensive mental health and substance use disorder prevention, treatment, and recovery services in Missouri. The Division is responsible for the operation of six adult psychiatric facilities, one children's facility, one opioid treatment clinic and the oversight of a statewide network of contracted community providers. Approximately 134,000 people receive behavioral health services from programs operated by or contracted with the Division. The Division oversees seven state-operated hospitals for people with serious mental illness and children with severe emotional disturbances. All hospitals are fully accredited by The Joint Commission (TJC) and are Medicare-certified.

The hospitals include Fulton State Hospital; St. Louis Psychiatric Rehabilitation Center; Metropolitan St. Louis Psychiatric Center; Hawthorn Children's Psychiatric Hospital, St. Louis; Center for Behavioral Medicine, Kansas City; Northwest Missouri Psychiatric Rehabilitation Center, St. Joseph; and Southeast Missouri Mental Health Center, Farmington. The Sex Offender Rehabilitation and Treatment Services program operates in secure facilities in both Farmington and Fulton. Forensic services are provided for the evaluation, treatment, and community monitoring of individuals with mental illness and developmental disabilities who are involved in the criminal justice system under the order and direction of circuit courts.

The Division supervises approximately 475 forensic clients on conditional release statewide and conducts an average of 450 pretrial evaluations each year. Community-based treatment is provided through contracted, certified agencies that serve children, youth, and adults. Administrative Agents are designated by state law as entry points into the mental health system for people with serious mental illness. Services provided by these Administrative Agents and Affiliate contractors include the Community Psychiatric Rehabilitation Program (CPRP) for adults with serious mental illness and youth with serious emotional disturbances.

Comprehensive Substance Treatment and Rehabilitation (CSTAR) Programs, operated by Community Mental Health Centers and other substance use treatment providers, provide general adult treatment as well as specialized services for pregnant and postpartum women, women with children, adolescents, and individuals who are addicted to heroin or prescription opiates. Other statewide programs include the Disease Management 3700 and ADA DM projects, the Health Home Initiative, and the Substance Abuse Traffic Offender Program (SATOP). The Community Mental Health Treatment (CMHT) Program partners with the Department of Corrections to assist individuals with serious mental illnesses transition from correctional institutions into their communities and provides behavioral health services for individuals in the community supervised by Probation and Parole.

There is a variety of criminal justice specific, substance abuse outpatient treatment programs offered via contracted providers. Outpatient treatment for compulsive gamblers and their families is provided by contracted agencies that employ specially trained counselors. Specialized services for children and youth with severe emotional disturbances are provided in a variety of settings, including schools, state-operated facilities, and community-based programs. Recovery services support individuals in recovery from serious mental illness or severe substance use disorders.

They include employment programs and affordable housing options, as well as Consumer Operated Service Programs (COSPs), and other evidence-based peer services. Substance use prevention and mental health promotion are offered through community- and school-based providers that target individuals, families, and communities. Evidence-based programs and practices are provided through a network of community coalitions, a statewide training resource center, regional support centers, direct services for high risk-youth, college-based services, and school-based prevention. Statewide initiatives include suicide prevention, Crisis Intervention Team (CIT) training for law enforcement, tobacco cessation, and Mental Health First Aid.

Division of Developmental Disabilities

The Division of Developmental Disabilities (DD), established in 1974, serves persons with developmental disabilities such as mental retardation, cerebral palsy, head injuries, autism, epilepsy, and certain learning disabilities. Such conditions must have occurred before age 22 with the expectation that they will continue. To be eligible for services from the Division, persons with these disabilities must have substantial functional limitations in two or more of the following six areas of major life activities: self-care, receptive and expressive language development and use, learning, self-direction, capacity for independent living or economic self-sufficiency, and mobility. The Division's focus is on improving the lives of persons with developmental disabilities and their families through programs, supports, and services to enable persons with developmental disabilities to live independently and productively.

In 1988, the Division began participation in the Medicaid home and community-based waiver program designed to help expand needed services throughout the state. Specialized services are either provided directly or purchased through contracts by 16 entities operated by the Division. The Division's 11 regional offices are the primary points of entry into and exit from the system. The regional offices determine eligibility, provide service coordination and work with individuals, families, and contract with Senate Bill 40 Boards, and private providers for the provision of a comprehensive array of services in the following areas: Albany, Central Missouri, Hannibal, Joplin, Kansas City, Kirksville, Poplar Bluff, Rolla, Sikeston, Springfield, and St. Louis.

There are also five state operated habilitation centers, Bellefontaine Habilitation Center, St. Louis; Higginsville Habilitation Center, Marshall Habilitation Center, St. Louis DDTG, and Southeast Missouri Residential Services, Sikeston and Poplar Bluff, which primarily provide residential care and habilitation services to persons who are medically and behaviorally challenged, or court committed. All habilitation centers are Title XIX certified as Intermediate Care Facilities for the Mentally Retarded (ICF/MR).

There are five locations providing state operated community programs through the Home and Community Based Waiver. Those include Northwest Community Services, Higginsville; Southwest Community Services, Nevada; Marshall Community Services, and Southeast Missouri Community Services, Sikeston and Poplar Bluff.

Assigned Boards and Commissions

The *Commission on Autism Spectrum Disorders* was established in August 2009 per RSMo 633.200. The Commission is housed within the Department of Mental Health (with direct oversight from the Division of Developmental Disabilities). The Commission shall advise and make recommendations to the Governor, General Assembly, and relevant state agencies regarding matters concerning all state levels of autism spectrum disorder services, including health care, education, and other adult and adolescent services.

The Commission is comprised of 24 members and shall consist of a broad representation of Missouri citizens, both urban and rural, who are concerned with the health and quality of life for individuals with autism spectrum disorder. The members of the Commission, other than the members from the General Assembly and ex-officio members, are appointed by the Governor with the advice and consent of the Senate.

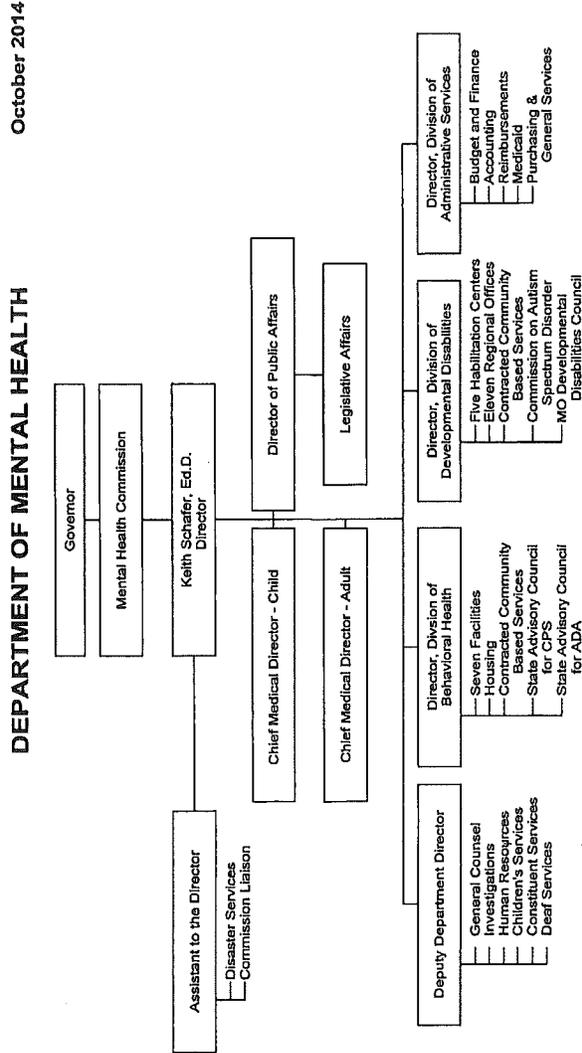
The *Missouri Developmental Disabilities Council* was created in 1971 under federal legislation. The Council's federal mandate is to plan, advocate for, and give advice concerning programs and services for persons with developmental disabilities that will increase their opportunities for independence, productivity, and integration into communities. The Council also serves, under Missouri statute, as the Missouri Advisory Council on Mental Retardation, and Developmental Disabilities, providing advice to the Division and its Director.

The council consists of up to 25 members that are appointed by the Governor. Additionally, Missouri statute allows the Director of the Division of DD to establish Regional Developmental Disabilities Advisory Councils in any of the regions of the state to advise and participate in the development of regional plans of programs and supports and services for persons with developmental disabilities. The regional councils may have up to 20 members who reside in the region and serve staggered three-year terms. The council members are appointed by the Division Director.

The *Missouri Advisory Council on Alcohol and Drug Abuse* was established in state statute in 1980 to serve as an advisory body on substance use disorder policy, prevention, and treatment activities in the state of Missouri. The council is comprised of up to 25 members. Members have professional, research, and/or personal interest in the delivery of substance abuse prevention, treatment, and recovery services.

The *State Advisory Council for Comprehensive Psychiatric Services* was established in 1977 by Governor's executive order. The council is comprised of 25 members who advise and make recommendations to improve the system of care in mental health. Through public education and advocacy efforts, consumers and family members have become an integral part of defining priorities for the division on issues surrounding housing, employment, recovery-oriented community services, crisis intervention, and children's system of care.

The Council membership is required by federal law to have a majority of mental health consumers, including parents of children receiving services and family members. In addition, representation is required from the following state agencies: Social Services, Medicaid, Corrections, Vocational Rehabilitation, Education, Housing and Mental Health. The remainder of the council is made up of private and state-contracted providers, Missouri Protection and Advocacy, and other advocacy groups.



Revised 11/4/14

FY 2015
Salary Range

<u>DEPARTMENT OF MENTAL HEALTH</u>		<u>EXECUTIVE PAY PLAN</u>	
		***Minimum	***Maximum
Department Director (Non-Physician)*:	I	\$85,632.00 -	\$124,476.00
Deputy Department Director:	II	\$78,616.00 -	\$113,928.00
Chief Clinical Officer (Board Certified Psychiatrist) **::			\$174,383.12
Director, Division of Behavioral Health:	III	\$72,048.00 -	\$104,364.00
Director, Division of Developmental Disabilities:	III	\$72,048.00 -	\$104,364.00
Director, Division of Administrative Services****:			\$104,364.00
Deputy Director for Human Resources:	IV	\$87,488.00 -	\$95,544.00

*Appropriated Amount – State Mental Health Commission sets salary.

**Actual Salary – Currently over the Executive Level III range due to the employee being a board certified Psychiatrist. An exception to the current executive pay plan assignment was recommended by the Personnel Advisory Board and approved by the Commissioner of Administration. The salary range for Executive Level III remains in effect when the incumbent is not a board certified Psychiatrist.

***FY 2015 general salary adjustments was one-percent for calendar year 2015; at submission time, this increase is in expenditure restriction and not included in above amounts.

****This position is not part of the Executive Pay Plan; the amount listed is the actual salary as of July 1, 2014

APPENDIX C — DEPARTMENTAL PLANS



GOVERNOR OF MISSOURI
JEFFERSON CITY
65102

JEREMIAH W. CLAYTON
GOVERNOR

RECEIVED & FILED

DEC 29 2014

SECRETARY OF STATE
COMMISSIONS DIVISION

P.O. Box 720
670 761-3223

December 24, 2014

The Honorable Jason Kander
Secretary of State
Capitol Building, Room 208
Jefferson City, Missouri 65101

Dear Secretary Kander:

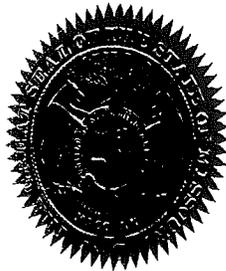
The attached revised departmental plan for the Department of Natural Resources dated November 18, 2014, is hereby submitted in accordance with Section 1.6(2) of the Omnibus State Reorganization Act of 1974.

Attachment

APPROVED:

GOVERNOR

[SEAL]



December 24, 2014
DATE

ATTEST:

SECRETARY OF STATE

www.governor.mo.gov



Jeremiah W. (Jay) Nixon, Governor • Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

NOV 18 2014

Douglas E. Nelson, Commissioner
Office of Administration
State Capitol Building, Room 125
Jefferson City, MO 65101

Dear Commissioner Nelson:

In accordance with Section 1.6(2) of the State Omnibus Reorganization Act of 1974, I respectfully submit the attached departmental plan for the Department of Natural Resources.

We have several changes in our agency structure this year. The goal in making the changes referenced in the next section is to improve our ability to preserve and enhance Missouri's natural resources while providing better service to those who use those resources. These changes simplify interactions for our external partners and increase our ability to plan for future use of our water and mineral resources. The resulting department has cleaner lines of responsibility.

Specifically, the Soil and Water Conservation Program, previously reporting to the Office of the Director, will now report to the Division of Environmental Quality. The Land Reclamation Program, previously a part of the Division of Environmental Quality, and the Water Resources Program, previously reporting to the Office of the Director, will report to the Missouri Geological Survey. In addition, the Land Reclamation Commission has been renamed the Missouri Mining Commission as a result of the passage of SB642 during the last legislative session.

A revised executive pay plan for FY2015 is also included.

If you have any questions, please feel free to contact me.

Sincerely,

DEPARTMENT OF NATURAL RESOURCES


Sara Parker Pauley
Director

SPP:lgk

Enclosures



Recycle Paper

- c: Lori Strong-Goeke, Assistant Director, OA Division of Budget and Planning
Lori Gordon, Director, Division of Administrative Support

DEPARTMENT OF NATURAL RESOURCES
Organizational Plan

The goal of the Department of Natural Resources is to provide a unified organizational structure for the management of Missouri's natural resources.

The Director, appointed by the Governor and confirmed by the Senate, is the chief executive officer and appointing authority of the Department of Natural Resources. The Director is empowered to allocate and reallocate duties and functions to create an organization which promotes the economical and efficient administration of the agency's duties.

Councils and Commissions assigned to the Department of Natural Resources by Type II transfers retain certain of their policy-making authorities. Included are the Air Conservation Commission, the Clean Water Commission, the Missouri Mining Commission, the Soil and Water Districts Commission and the State Oil and Gas Council. The Department of Natural Resources is composed of the Office of Director, Administrative Support and programmatic divisions. These programmatic divisions are Environmental Quality, Missouri State Parks and Missouri Geological Survey.

OFFICE OF THE DIRECTOR

The Office of Director is the central management unit within the Department of Natural Resources. Responsibilities include coordinating, developing, and implementing the department's strategic planning efforts, policy research, legislative initiatives, information services, environmental education and communication activities of the department. The Director's Office is responsible for providing overall direction for the department.

ADMINISTRATIVE SUPPORT

The Division of Administrative Support includes the functions of budget development, financial resource allocations, internal audit, accounting, human resources, employee relations, procurement, grants management and general services.

ENVIRONMENTAL QUALITY

The Division of Environmental Quality oversees the state's environmental management in the areas of water pollution and drinking water, air pollution control, hazardous waste management, solid waste management, and soil and water conservation. The division also includes environmental services and regional office functions and activities.

Water Protection helps ensure clean and safe water for all Missourians. To help ensure safe drinking water, Water Protection provides financial and technical assistance to public drinking water supplies, sets standards for safety and testing, issues permits and conducts compliance efforts, where necessary. Clean water is vital to a healthy economy. Water Protection protects Missouri's surface and groundwater for drinking water, recreation, farming and industrial uses including fishing, swimming, livestock watering and irrigation. To help ensure clean water, Water Protection classifies water bodies, establishes safe levels to protect the uses of each, issues permits to wastewater treatment discharges and provides technical and financial assistance to improve water quality. Water Protection also monitors the water quality of streams and lakes

and develops strategies to restore impaired waters; permits large concentrated animal feeding operations; and administers low-interest loan and grant programs to help ensure Missouri communities develop adequate water infrastructure at an affordable cost. Water Protection also trains and certifies operators at Missouri's water supply and wastewater treatment plants.

Air Pollution Control strives to maintain and improve the quality of Missouri's air to protect public health, general welfare and the environment. Air Pollution Control operates according to the Clean Air Act, Missouri Air Conservation Law and State Implementation Plans and Rules. Air Pollution Control issues construction and operating permits to help ensure facilities are built in compliance with the laws and rules and not operating in a manner to cause violations of federal and state, health-based air quality standards. Air Pollution Control, working with the department's regional offices, identifies facilities that are not in compliance and works with them to reach compliance. If those efforts are unsuccessful, Air Pollution Control will start enforcement action.

By collecting air monitoring and emission inventory information, Air Pollution Control provides benchmark data and measures collected data against that benchmark to provide an indicator of whether air pollution control in Missouri is successful. When EPA promulgates an air quality standard for a pollutant, it triggers a process to evaluate each county in the state and determine what areas of the state violate the new standard. EPA then designates those areas found to "cause or contribute" to the violation as "nonattainment" areas. This designation then triggers a 3-year time frame for the state to submit a State Implementation Plan, which is a plan to detail what measures the state will implement to improve air quality in the nonattainment area to the level necessary to achieve the standard. Six areas within the state are currently designated non-attainment including St. Louis Ozone, St. Louis PM2.5 (fine particles), Herculaneum and Buick/Virburnum Lead and Jefferson and Jackson Counties SO₂ (Sulfur Dioxide) non-attainment areas. The department is working to attain these federal standards, while maintaining air quality for the rest of the state. In addition, the department is working through the issues related to the new federal standards for fine particulate matter and nitrogen dioxide.

Solid Waste Management, through oversight of solid waste facilities, ensures groundwater remains safe and clean and that land is restored to a community friendly state. To assist in producing these desired outcomes, Solid Waste Management operates a federally authorized regulatory program (40 CFR Part 258, Subpart D) overseeing solid waste facilities and their operations and administers the solid waste management district grant program and scrap tire program.

Solid Waste Management:

- Permits, inspects, and provides technical assistance to solid waste facilities (e.g., landfills, transfer stations, and scrap tire facilities) to help ensure they are designed and operated to protect public health, safety, and the environment, and enforces solid waste laws and regulations.
- Consults with the community on solid waste decisions.
- Provides grant funding to solid waste management districts to fund their operations and community-based waste reuse, reduction and recycling projects.
- Reviews, evaluates, and approves district grants and provides training for the solid waste

- district executive board and staff, as needed.
- Monitors progress of grant projects and provides technical assistance to districts or district subgrantees, as needed.
- Conducts performance audits (via independent contractors) for each of the solid waste districts every three years, subject to the availability of resources, to ensure compliance with laws and regulations.
- Promotes recycling and alternatives to disposal by developing guidance materials, conducting outreach efforts, and providing technical assistance.
- Encourages use of scrap tire materials and expansion of end markets for such materials and products.
- Investigates and pursues the cleanup of illegal dumps.
- Provides landfill operator certification and recertification training.
- Develops, maintains and updates a statewide solid waste plan, including data on types of wastes and information on innovative technologies.

The three major functions of Hazardous Waste are:

Hazardous Waste is responsible for ensuring compliance with laws and regulations designed to prevent pollution. Hazardous Waste works with businesses that generate and transport hazardous wastes to ensure safe handling and disposal by issuing identification numbers, certifications and permits to companies that treat, store and dispose of hazardous wastes. Hazardous Waste also oversees the operation of underground storage tank sites.

Hazardous Waste is responsible for ensuring cleanup of contamination that is not caused by nature. Hazardous Waste implements laws that require responsible parties to be accountable for the contamination they cause. They also work with parties seeking to voluntarily clean up contamination. In all cases, the department provides oversight for investigating and remediating contamination to bring these sites back into beneficial reuse for economic benefit and sustainable communities. Where appropriate, Hazardous Waste performs operation and maintenance activities to help assure that remedial actions taken at a site continue to be protective of human health and the environment. Examples are: Brownfields, gas stations, major oil refineries, abandoned lead mine sites, major industrial areas, wood treaters, Superfund sites, drycleaners, federally owned sites and many others.

Because most cleanups leave some residual contamination, Hazardous Waste implements long-term stewardship measures to ensure that cleanup decisions result in safe and productive reuse of properties for future generations. Examples of long-term stewardship tools include: engineered controls to isolate contamination, property controls to limit activities, governmental controls such as zoning or permits, informational devices and regular inspections.

Soil and Water Conservation implements the policies of the Soil and Water Districts Commission. Services are provided through Soil and Water Conservation and the 114 local county soil and water districts throughout the State of Missouri. Soil and Water Conservation administers voluntary financial and technical assistance programs developed by the Soil and Water Districts Commission and funded by the Parks, Soils and Water Sales Tax to conserve Missouri's soil and water resources for agricultural production. The Soil and Water Conservation staff assists the soil and water conservation districts throughout the state in the reduction of

agricultural erosion and nonpoint source runoff. In addition, the program implements the voluntary federal nonpoint source (319) funding.

Environmental Services provides sampling, monitoring and analysis for water, air and drinking water efforts, environmental emergency response and management of the Clandestine Drug Lab Collection station program for clean up of controlled substances (primarily wastes associated with methamphetamine production).

The Regional Offices provide interaction with regulated facilities and citizens at the local level. Staff of the Regional Offices conduct environmental inspections, investigate citizen concerns, provide technical assistance, issue some water pollution and open burning permits, and are responsive to inquiries and requests for assistance from multiple sources, including the public, legislators, other department entities, various federal and state agencies, various media outlets, and other DNR staff.

MISSOURI STATE PARKS

Missouri State Parks manages the many recreational, cultural, and historical resources of the Missouri state park system. State Parks also administers programs to promote outdoor recreation statewide. These activities are accomplished through grant programs. The mission of Missouri State Parks is to preserve and interpret the state's most outstanding natural features; to preserve and interpret the state's most outstanding cultural landmarks; and to provide compatible recreational opportunities in these areas. The division manages 87 state parks and historical sites plus the Roger Pryor Pioneer Backcountry. These state parks and historic sites are scattered throughout the state, each containing unique and diverse natural and cultural resources. The park system also includes five district offices, and seven support functions.

MISSOURI GEOLOGICAL SURVEY

The Missouri Geological Survey's mission is to investigate the state's geology and apply technical knowledge to environmental decisions and geologic hazards; to determine the character and availability of the state's energy and mineral resources that includes oil and gas, coal and industrial, metallic and strategic minerals; and to oversee the proper construction of all wells, including water, exploration, heat pump and monitoring wells.

For coal and industrial minerals (barite, tar sands, clay, limestone, sand and gravel, granite, trap rock, etc.), Land Reclamation ensures that all exploration and surface mining operations are conducted in a manner that will not be detrimental to public health or safety, or cause environmental pollution. Land Reclamation issues permits and conducts inspections for all surface mining operations. To obtain a permit from Land Reclamation, mine operators must submit operation and reclamation plans that demonstrate the land will be returned to productive use. Issues such as blasting etc. are often concerns, but there is little remedy in Missouri mining law. Quarries and coal mines create concern related to blasting and truck traffic, noise, hours of operation, and water runoff. Gravel mines create concern due to the impacts to Missouri streams and farmlands. Many of these concerns can be addressed through public meetings allowing an exchange of information, public hearings, or permit conditions.

The metallic minerals function implements the Metallic Minerals Waste Management Act (lead, iron, zinc, copper, gold and silver), which only regulates the metallic mineral waste disposal areas of the mining operations. Missouri has the largest lead mining district in the United States. The key issue for our state is to ensure that these areas are properly reclaimed. Land Reclamation confers with all other environmental areas to ensure that all appropriate environmental laws are met in the construction and reclamation of these waste disposal areas.

Water Resources serves as the state's lead agency dealing with water quantity issues such as interstate water management, statewide water use and planning, water resources monitoring and assessment, drought assessment, and flood coordination. Water Resources also is responsible for the regulation of nonfederal dams through the Dam and Reservoir Safety Program. Staff hydrologists and engineers perform complex analyses to determine the benefits or adverse impact of interstate river operations and resultant water quantity impacts for the state of Missouri. Staff provides analytical support on legal challenges and is involved in negotiations with other states on water quantity issues.

ENVIRONMENTAL IMPROVEMENT AND ENERGY RESOURCES AUTHORITY

The Environmental Improvement and Energy Resources Authority (EIERA), under Chapter 260, RSMo is an independent, self-supporting, quasi-governmental agency assigned to the Missouri Department of Natural Resources.

Due to the special independent status as "a body corporate and politic," the authority is able to issue tax-exempt bonds and utilize fees charged for issuance of its bonds and notes. The authority is empowered to conduct environmental and energy research and development activities, develop alternative methods of financing environmental and energy projects, and assist Missouri communities, organizations, and businesses in obtaining low-cost funds and other financial assistance for projects related to the authority purpose.

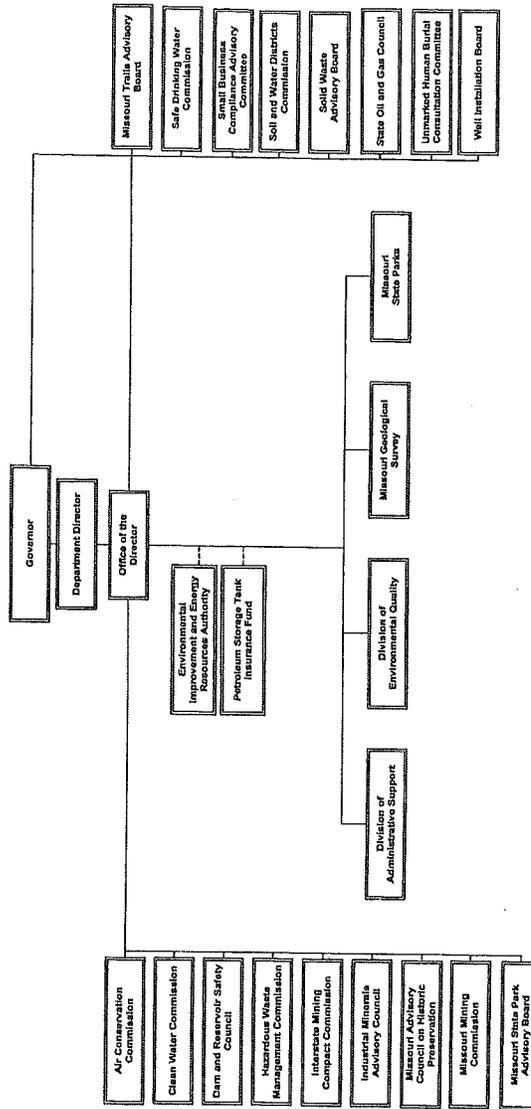
PETROLEUM STORAGE TANK INSURANCE FUND

The Petroleum Storage Tank Insurance Fund authorized by RSMo 319.129-319.133 and 319.138 provides a means for underground tank owners to maintain a financial responsibility mechanism to pay for costs to clean up the environment and damages to third parties which result from leaks and spills. The fund is also required to pay for clean up of old tank sites meeting certain criteria.

Assigned Boards and Commissions:

- Air Conservation Commission
- Clean Water Commission
- Dam and Reservoir Safety Council
- Environmental Improvement and Energy Resources Authority
- Hazardous Waste Management Commission
- Interstate Mining Compact Commission
- Industrial Minerals Advisory Council
- Missouri Advisory Council on Historic Preservation

- Missouri Mining Commission
- Missouri State Park Advisory Board
- Missouri Trails Advisory Board
- Petroleum Storage Tank Insurance Fund
- Safe Drinking Water Commission
- Small Business Compliance Advisory Committee
- Soil and Water Districts Commission
- Solid Waste Advisory Board
- State Oil and Gas Council
- Unmarked Human Burial Consultation Committee
- Well Installation Board



10/27/2014



APPENDIX C — DEPARTMENTAL PLANS

DEPARTMENT OF NATURAL RESOURCES
EXECUTIVE PAY PLAN

10/27/2014

	Exec Level	FY15 *	
		Salary Range Min	Max
Director	I	\$85,632	\$124,476
Deputy Director	II	\$78,516	\$113,928
Director, Division of Environmental Quality	III	\$72,048	\$104,364
Director, Missouri State Parks	III	\$72,048	\$104,364
Director, Division of Administrative Support	IV	\$67,488	\$95,544
Director, Missouri Geological Survey	IV	\$67,488	\$95,544
Staff Director, Air Quality Control Commission	IV	\$67,488	\$95,544
Staff Director, Water Pollution Control Commission	IV	\$67,488	\$95,544
Staff Director, Hazardous Waste Commission	IV	\$67,488	\$95,544
Staff Director, Missouri Mining Commission	V	\$54,864	\$76,788
Staff Director, Solid Waste Mgt District Exec Board	V	\$54,864	\$76,788
Staff Director, Soil & Water District Commission	V	\$54,864	\$76,788
Principal Assistant Board/Commission, Public Drinking Water	V	\$54,864	\$76,788

* The FY 2015 general salary adjustment was one-percent for calendar year 2015; at submission time, this increase is in expenditure restriction and not included in above amounts.