

Part 2-1:

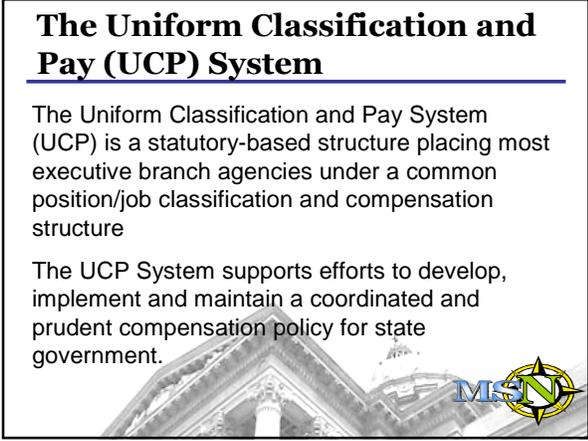
**The Merit System and
the State Workforce**



**The Uniform Classification and
Pay (UCP) System**

The Uniform Classification and Pay System (UCP) is a statutory-based structure placing most executive branch agencies under a common position/job classification and compensation structure

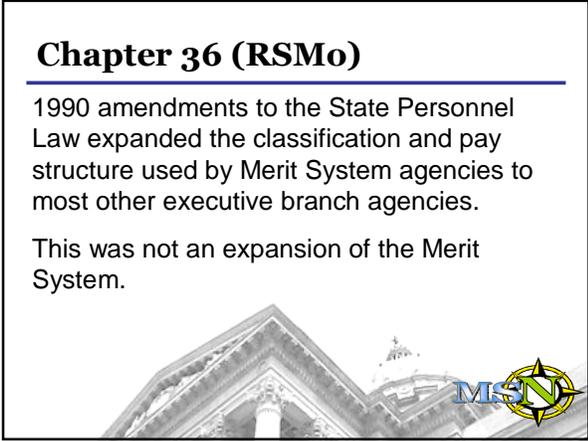
The UCP System supports efforts to develop, implement and maintain a coordinated and prudent compensation policy for state government.



Chapter 36 (RSMo)

1990 amendments to the State Personnel Law expanded the classification and pay structure used by Merit System agencies to most other executive branch agencies.

This was not an expansion of the Merit System.



Why is the UCP Important?

Prior to the UCP...

Multiple employee compensation structures complicated the budget and appropriation process.

It was difficult to determine when/if employees performing similar work were compensated consistently across agencies.



Classified and Unclassified Employees

The Uniform Classification and Pay (UCP) System includes both Merit (classified and unclassified) and non-merit (covered and exempt) agencies

- Merit UCP agencies have both classified and unclassified positions (employees)
- Non-Merit UCP agencies have covered and exempt positions (employees)



Types of Unclassified/Exempt Positions

- Directors (Department and Division)
- Designated Principal Assistants (5 Department and 3 Division)
- Deputies (each requested position requires Personnel Advisory Board approval)
- Special Assistants (1% of authorized agency FTE)
- Board/Commission Members
- Hourly/Intermittent Employees

Resource Section: Refer to "Missouri State Employees by Pay System, Full-Time and Permanent/Temporary Status"



Differences between Classified and Covered Positions/Employees

- Classified positions filled pursuant to Merit System rules on appointments
- Covered positions filled by Non-Merit agency policy



Similarities of Unclassified and Exempt Positions/Employees

The agency (Merit or Non-Merit) determines:

- The functions and duties of the position
- How the position will be filled
- Who will occupy the position
- Rate of pay
- Length of appointment