COMMITTEE ON LEGISLATIVE RESEARCH OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 2090H.01I Bill No.: HB 869

Subject: State Departments; Office of Administration

Type: Original

Date: February 9, 2025

Bill Summary: This proposal requires an audit of all state departments every four years.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
General Revenue	(Could greatly exceed	(Could greatly exceed	(Could greatly exceed
Fund*	\$816,000)	\$816,000)	\$816,000)
Total Estimated			
Net Effect on	(Could greatly	(Could greatly	(Could greatly
General Revenue*	exceed \$816,000)	exceed \$816,000)	exceed \$816,000)

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Other State Funds*	(Could greatly exceed \$792,000)	(Could greatly exceed \$792,000))	(Could greatly exceed \$792,000))
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Total Estimated			
Net Effect on Other	(Could greatly	(Could greatly	(Could greatly
State Funds*	exceed \$792,000)	exceed \$792,000))	exceed \$792,000))

^{*}Depending upon the breadth and scope of the audits, Oversight assumes the fiscal impact could possibly greatly exceed the estimate provided by the Office of the State Auditor (to perform the audits internally). The estimated cost of \$2.4 million per year is shown split between GR, Federal, and Other State Funds. This fiscal note does not reflect any potential savings the state may realize from implementing recommendations from the audits.

Numbers within parentheses: () indicate costs or losses.

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ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Federal Funds*	(Could greatly exceed	(Could greatly exceed	(Could greatly exceed
	\$792,000)	\$792,000))	\$792,000))
Total Estimated			
Net Effect on All	(Could greatly	(Could greatly	(Could greatly
Federal Funds	exceed \$792,000)	exceed \$792,000))	exceed \$792,000))

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Total Estimated Net			
Effect on FTE	0	0	0

- ⊠ Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.
- ☐ Estimated Net Effect (savings or increased revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Local Government	\$0	\$0	\$0

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FISCAL ANALYSIS

ASSUMPTION

Section 34.900 – State Department Audit

Officials from the **Office of the State Auditor (SAO)** stated that to the extent that this language is interpreted as requiring the SAO to conduct the performance audits mentioned, SAO costs would increase.

To the extent that this language is interpreted as requiring each state agency to pay for their own independently conducted audit contracted by OA, the fiscal impact of this legislation could be absorbed by current appropriations.

If this language of this bill is interpreted as requiring the SAO to conduct the performance audits, the state auditor's office would need to hire 10 to 22 new staff auditors at an average entry level salary of \$52,813, between 5 and 11 senior auditors at an average base salary of \$63,251 between 5 and 11 audit managers at an average base salary of 88,204 and one new audit director at an average salary of \$125,265.

The total cost estimated for the this fiscal note are associated with hiring 6 new audit teams-- a total of 12 staff auditors, 6 senior auditors, 6 audit managers. (This estimate does not include the costs associated with hiring a new audit director, nor does it detail the cost to the state if SAO were to hire more than 6 audit teams.)

The number of teams the SAO will ultimately need will be based on whether the audit of the judiciary will need to include an audit of each judicial circuit.

Oversight assumes the Office of Administration will solicit bids for independent auditors to perform this work. The SAO had anticipated potential expenses (if their office conducted the audits) of approximately \$2.4 million per year. Oversight will utilize SAO's anticipated expenses as a basis for the cost of hiring an independent auditor.

Oversight notes the number and scope of the audits to be performed as a result of this bill are not clearly delineated. Oversight notes there are currently sixteen state agencies, six statewide elected officials, the legislative branch, the judicial branch and numerous other boards and commissions within the state departments (i.e. Missouri Development Finance Board, Missouri Housing Development Commission, State Tax Commission, etc.) as well as others that are relatively independent (Missouri State Employee Retirement System, Missouri Consolidated Health Care Plan, etc.).

In 2020, **Oversight** contacted the Ohio Performance Team (Ohio) which conducts state agency performance audits. Ohio stated they have eight people focused on state performance audits, of which they generally conduct four in every two year period (biennially). Ohio stated for a

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limited scope performance audit of a smaller agency, the cost to contract out the work would be roughly \$250,000, for a more normal sized state agency or scope, the contracted work would cost approximately \$500,000 per performance audit.

Oversight also notes using the minimum amount of contracted work (\$250,000) x 24 audits (only the 17 state departments + 6 elected officials + legislature + judiciary) would cost \$6 million, spread over 4 years would equate to \$1,500,000 per year. Oversight notes the costs could greatly exceed these amounts depending upon the scope of the work (audit each judicial circuit, each higher education institution, Mo HealthNet program within Department of Social Services, etc.)

Officials from the **Office of Administration (OA) – Division of Purchasing** Section 34.900 1. compels the state auditor to "conduct performance audits for economy and efficiency."

It has been estimated that the "usual" human resources/payroll audit conducted by the auditor's office concerning the Office of Administration (OA) takes about fifty (50) hours of OA human resources staff time. Assuming that performance audits of the Division of Personnel would include audits of each of the major work areas of the Division (management training, technical training, transaction auditing, position reviews, job class specification revisions, state operator services, HR consultations, labor negotiations/labor relations, standard HR reporting, ad hoc HR reporting, recruiting, pay plan development and implementation, etc.) there would be at least twelve (12) pieces to the audit.

In addition, OA would assume that there may be an average of about three (3) significant ad hoc projects worked on each year that may also need to be audited. The average annual salary of the Division of Personnel staff, for FY 2025 is projected to be about \$76,305 This equates to an hourly rate of about \$36.69. Fifteen (15) "pieces" to a performance audit of the Division of Personnel times fifty (50) hours per "piece" would result in 750 hours of staff time. This is about .30 FTE. The average cost per audit would be \$27,517.50. (750 hours X \$36.69). This amount could be expended as few as one time every four years as stipulated in section 34.900 of the bill. If the auditor chose to conduct these audits more frequently, the costs could be increased.

Some E&E (paper, printer toner, etc.) costs may also result from producing copies of requested documents.

Officials from the **Office of Administration (OA)** - **Division of Accounting** stated Per Section 34.900, a performance audit for economy and efficiency would be conducted on the agency at least every four years. Using the yearly OA audit as a basis, approximately 50 hours of staff time would be consumed during each unit's audit. OA Division of Accounting has 6 units – Financial Reporting, Staff Services, SAMII Financial, Central Payroll, ITSD, and FMDC. This would amount to an average of 300 hours per audit. Generally, auditors speak to and ask questions of supervisors and managers during audits rather than staff. Average annual salary and average hourly rate of the Division of Accounting's management as of January 31, 2025, is \$69,691.32 and \$33.51, respectively. The fringe benefit cost as calculated on the FN Worksheet would be

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\$4,110. Therefore, total average annual cost to the division would be 300 hrs x \$33.51 = \$10,053 + \$4,110 fringe = \$14,163 per audit, which must be completed at least every four years but could be more often.

Some supply costs (paper, printer toner, etc.) may also result from producing copies of requested documents.

Officials from the **Office of Administration – Information Technology (ITSD)** stated ITSD does not have hours tracked for previous audits performed by the State Auditor's Office so will base response on the assumption of 100 hours of staff time consumed during each unit's audit. OA ITSD has 7 significant units – Business System Developer, Office of Cyber Security, State Data Center, Client Engagement Services, Network and Telecommunications, Enterprise Project Management and Fiscal & Administrative Services. This would amount to an average of 700 hours per audit. ITSD has a dedicated risk management and audit team that generally works with mid-management during audits rather than directly with staff in each unit. Average annual salary and average hourly rate of the ITSD's mid-management as of December 1, 2024, were \$70,727.14 and \$34.00, respectively. The fringe benefit cost as calculated on the FN Worksheet would be \$8,905. Therefore, total average cost to the division would be \$32,708 per audit, which must be completed at least every four years but could be more often.

Officials from the **Office of Administration** – **General Services (GS)** state this legislation requires the state auditor to ensure a performance audit is conducted "for economy and efficiency" on several state offices, including the Office of Administration, at least once every four years. The exact nature of these audits is not detailed in the legislation; therefore, anticipated costs are estimated.

General Services assumes an audit conducted by the auditor's office under this legislation would take approximately 173 hours of OA/General Services staff time for each General Services program. This estimate is based on an audit of a General Services program conducted by the Auditor's office which was concluded in 2017. The average hourly rate for General Services' employees likely to devote time to a performance audit is \$21.75 per hour based on an average of \$45,230.34 annually. General Services has 11 programs; therefore, this would result in a cost of \$3,762.75 per program or \$41,390.25 every four years as required by this legislation. The costs would be increased if the auditor conducts these audits more frequently.

In summary, OA assumes a cost of \$115,779 (\$27,518 (Purchasing) + \$14,163 (Accounting) \$32,708 (ITSD) + \$41,390 (GS) to the General Revenue Fund every four years to provide for the implementation of the changes in this proposal.

Oversight assumes this legislation requires the Office of Administration to solicit bids and select an independent auditor to conduct (at least once every four years) a performance audit for economy and efficiency on each state department, the legislature and the judiciary. Oversight assumes the Office of Administration would consult with and have prior written approval of the Office of the State Auditor per Section 29.235.3.

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Oversight assumes the Office of Administration will have cost to contract with an independent auditor as estimated by the SAO (roughly \$2,400,000 per year). However, depending upon the scope of the audit (i.e. potentially auditing each of the circuit courts and/or the numerous programs within each of the departments), Oversight assumes the number and cost of the audits could greatly exceed the estimate provided by the SAO.

Oversight assumes all state departments, the legislature, the judiciary and departments and offices under the executive branch will be billed by either the Office of Administration - Division of Purchasing for the independent auditor contract.

For fiscal note purposes, **Oversight** will assume (based on the operating budget) 34% of the cost of the audits (assumed to be \$2.4 million) will come from the General Revenue Fund, 33% will come from Federal Funds and 33% will come from Other State Funds.

General Revenue Fund: \$816,000

Federal Funds: \$792,000 Other State Funds: \$792,000

Officials from the **Department of Commerce and Insurance** state that the costs of this bill to department funds are unknown and are contingent on the number of audits performed on which department division, board, etc. Should the costs be more than anticipated, the department would request an increase of FTE and/or appropriations as appropriate through the budget process.

Officials from the **Department of Economic Development** stated that the costs of this bill are unknown to the Department at this time. If the cost cannot be absorbed with existing funds, DED will request additional funds through the normal budget process.

Officials from the **Department of Elementary and Secondary Education** believes there will be an impact; however, that impact is unknown without finalized, solicited bids. Impact could be: unknown, greater than \$100,000.

Officials from the **Department of Higher Education and Workforce Development (DHEWD)** state in section 34.900, which is created as part of this legislation, requires that all state departments be audited for economy and efficiency at least once every four years. Since he legislation does not establish the time frame for the beginning of the audit cycles, it is assumed DHEWD would be subject to this audit requirement in FY 2026. While the legislation indicates the Office of Administration will solicit bids for these audits, it is assumed that the Office of Administration will charge the cost related costs back to the state department(s) subject to the audit in that year.

Although DHEWD does not have data relating to the costs of an economy and efficiency audit, it is assumed those costs would be similar to those incurred by the department for audits conducted by the Missouri State Auditor's office. The audit typically conducted by the State Auditor at

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DHEWD is the statewide single audit. For the past three years, the costs of that audit have ranged from \$13,616 in FY 2022 to \$20,620 in FY 2024. Taking an average of the costs over that three-year period, it is assumed the audit required by this legislation would cost approximately \$17,520. It is assumed there would be no costs for the next three years.

Officials from the **Department of Mental Health (DMH)** assume this bill would require an independent auditor to audit the economy and efficiency of each state department among other sections of Missouri state government. The bill would require that these audits be conducted at least once every four years by an independent auditor.

As a state department, DMH would be affected by this legislation. Currently, the state auditor conducts an extensive review of the Department every year. In the absence of more descriptive information of "performance audits for economy and efficiency" called for in this bill, it is assumed that the scope of the review will be similar.

The Department currently expends \$130,000 to \$150,000 for the annual audit. It is, therefore projected that the performance audit will cost a similar amount. If DMH is required to pay for the additional audit required by this legislation, the projected fiscal impact of this legislation is estimated at \$150,000 and would occur every 4 years.

Officials from the **Department of Natural Resources (DNR)** note Section 34.900 requires a performance audit to be performed on the department of Natural Resources at least once every four years. The department presumes that the scope would be limited, since the variety of responsibilities is too broad for one single audit scope.

Based on a review of charges paid by the department to the State Auditor's Office, the average cost for an SAO audit is about \$41,453 annually but can go as high as \$85,295. Depending on the scope of the performance audit, the price of the audit would fluctuate. The department would need to coordinate the timing of the audit with the SAO and then potentially request additional appropriation authority.

The statute would require an audit on a four-year cycle (at a minimum); therefore, DNR is showing the cost in FY2027, presuming the cycle would begin next fiscal year. The fourth (4th) year (or any future year where an audit is conducted) would require an NDI for appropriation authority to allow for the expenditure in the fiscal year in which the audit would occur. This year's response is a change from previous responses based on current interpretation of the statute, and shows the full cost in FY2027, rather than an annual cost."

The cost is reported as general revenue because many fee funds are facing solvency issues, and the scope of the audit is unknown.

Officials from the **Department of Corrections** assumes this legislation requires an audit of all state departments every four years.

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The proposed legislation states that a performance audit will be conducted every 4 years to evaluate the economy and efficiency of an agency's operation. The legislation goes on to state that the Office of Administration shall solicit bids and select an independent auditor to perform these audits.

The legislation does not indicate if the state agency would be responsible for the cost of the independent audit. The department is a large agency that is spread across the state, which could lead to additional charges and time needed to complete the audit.

Therefore, the Department of Corrections assumes an unknown cost if the State Auditor's Office charges departments for these audits.

Officials from the **Department of Labor and Industrial Relations (DOLIR)** Under 34.900.1 a performance audit for economy and efficiency would be conducted every 4 years. 34.900.2 states the Office of Administration shall solicit bids and select an independent auditor as provided by the chapter. The audit currently performed by the State Auditor's Office (SAO) would not meet the requirements under this statute and an additional audit would need to be performed. It is unknown as to what the cost would be for the independent audit as the actual cost would be determined by the scope set by the selected independent auditors, which is not defined by the statute and could impose an unknown amount of additional work to be performed and may not be absorbable by current staffing. As such the range of \$0 to \$250,000 is calculated based on an assumption that an audit may or may not occur that year to what is the assumed highest cost for an audit performed by the SAO, however the cost could exceed this amount as it is all within the parameters set by the audit and bid out by the Office of Administration.

Officials from the **Department of Revenue (DOR)** state This proposal would require a performance audit of DOR at least once every four years. The audit would be conducted by an independent auditor contracted out through a bid process. If the Department fails to participate in the audit, DOR could be subject to a declaratory judgement and injunctive relief. DOR would be required to provide their own legal services and would not be entitled to use the Attorney General's staff.

DOR is under strict confidentiality laws regarding tax returns from both state statute (Section 32.057) and federal statutes. Additionally, in Section 32.056, DOR is restricted in what can be shared regarding motor vehicle and/or driver license records. It is unknown if the current confidentially laws will allow us to accommodate this independent auditor. If the confidentiality issues are not resolved, DOR could be found not in compliance which could result in an unknown negative impact that could be significant.

Additionally, this proposal is not clear on who is to pay for the audit only that OA will solicit the bids. Should DOR be responsible for paying for this audit every four years the cost could be significant. Since this is a performance audit for economy and efficiencies, it is unclear how long it would take the auditors to perform the audit, and what expenses would be incurred. DOR is unable to determine the cost of each audit but assumes it could exceed \$100,000.

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This proposal requires that once the audit is complete, the results are required to be posted on DOR's website. DOR notes the posting of the audit results can be done with existing resources.

Officials from the **Department of Public Safety - State Emergency Management Agency** state that based on previous financial audits conducted by the state auditor's office, the average is over \$110,000 per audit. If audits of the entire agency were to occur in this manner, the cost would be multiplied 4 to 5 times. There are no state appropriated funds provided to cover this cost. The cost would have to come from the management and administrative funding provided with each grant. These management and administrative funds provided for each grant are intended to pay for the salaries of personnel (FTE, part time, contractual) who manage each grant, equipment and supplies necessary to manage and process each grant, any travel requirements associated with each grant, and any communication needs associated with each grant.

Officials from the **Office of the Governor** assume Section 34.900 establishes the requirement that all state departments and agencies, including the Governor's Office, are to have a performance audit for economy and efficiency conducted every four years by an independent private auditor. Failure to conduct the audit will result in a lawsuit brought by the Attorney General. Nothing in Chapter 26, RSMo (Governor's Office), states requirements for the frequency of any kind of audit or requirements for performance audits. Section 29.200, RSMo, grants discretion of audits to the State Auditor or at the request of the Governor, but has no frequency requirements for these audits to be conducted. If these audit requirements result in a greater frequency of audits to be performed for the Governor's Office, there may be added cost to the Governor's Office as a result of this measure. The amount of this cost in unclear without the bidding process being conducted as established under subsection 2 of this section. Officials from the Missouri National Guard state without understanding the full breadth and depth of what is meant by "performance audit", MONG finds it difficult to provide a precise fiscal impact. MONG will use the state's fiscal audit as a comparison to estimate impact. Currently, the Department expends \$75,000 to \$80,000 for an audit of 16 federal programs. It is assumed that the performance audit would include all MONG programs, which would increase the number of programs audited to 25, which would increase their estimated cost to at least \$117,188 to \$125,000. Adding in additional staff time that would be needed to gather and assess information, the estimate could increase to \$188,000 per audit.

Officials from the **Missouri Department of Agriculture (AGR)** assume the impact to the department funds is unknown, it would depend on the number of audits and the amount of time required by staff. There is a possibility AGR would need to request FTE and GR to cover the costs.

Officials from the **Joint Committee on Public Employee Retirement** assume this bill may have a direct fiscal impact to the Joint Committee on Public Employee Retirement.

Oversight assumes there will only be an impact to Oversight Division should they be required to pay for the Audit and additional appropriation would need to be requested

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Officials from the **Missouri Consolidated Health Care Plan (MCHCP)** state it is unclear if MCHCP would be considered a state agency under this proposed legislation; however, if MCHCP were to be required to do a performance audit every four years, the cost would be \$100,000 to \$300,000 every four years.

Officials from the **State Tax Commission** have determined this legislation would have a negative impact on the commission. The last audit took six months or 24 weeks to complete, and it took roughly 20% of the commissioners, managers and fiscal staffs time (nine people and 192 hours) at an average hourly rate of \$50 per hour putting the cost of this bill at \$9,600 for the commission.

Oversight assumes all state departments, the legislature, the judiciary and departments and offices under the executive branch will be billed by either the Office of Administration - Division of Purchasing for the independent auditor contract. Oversight will reflect the estimates provided on page 6 in the fiscal note.

Officials from the Attorney General's Office, the Office of Administration - Administrative Hearing Commission, the Office of Administration - Budget and Planning, the Department of Health and Senior Services, the Department of Public Safety (Division of Alcohol and Tobacco Control, Capitol Police, Fire Safety, Directors Office, Missouri Gaming Commission, Highway Patrol, the Missouri Department of Conservation, the Missouri Department of Transportation, the Missouri National Guard, the MoDOT & Patrol Employees' Retirement System, the Office of the Secretary of State, the Office of the State Public Defender, the Office of the State Treasurer, the University of Missouri, the Missouri House of Representatives, the Joint Committee on Administrative Rules, the Joint Committee on Education, the Legislative Research, the Oversight Division, the Missouri Senate, the Missouri Lottery Commission and the Missouri State Employees Retirement System each assume the proposal will have no fiscal impact on their respective organizations.

Oversight notes that the above mentioned agencies have stated the proposal would not have a direct fiscal impact on their organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact on the fiscal note for these agencies.

Officials from the **Department of Public Safety –Missouri Veterans Commission** and the **Department of Social Services** defer to the Office of Administration for the potential fiscal impact of this proposal.

FISCAL IMPACT –	FY 2026	FY 2027	FY 2028
State Government	(10 Mo.)		
GENERAL DEVENUE FUND			
REVENUE FUND			
Cost - OA (based			
upon SAO estimate) -			
Potential cost to			
conduct performance			
audits OR			
Independent Auditor			
Contract Cost	(Could greatly	(Could greatly	(Could greatly
§34.900 p.6	exceed \$816,000)	exceed \$816,000)	exceed \$816,000)
ESTIMATED NET			
EFFECT TO THE			
GENERAL	(Could greatly	(Could greatly	(Could greatly
REVENUE FUND	exceed \$816,000)	<u>exceed \$816,000)</u>	<u>exceed \$816,000)</u>
FEDERAL FUNDS			
Cost - Performance			
Audit Contract Cost	(Could greatly exceed	(Could greatly exceed	(Could greatly exceed
§34.900 p.6	\$792,000)	\$792,000))	\$792,000))
-			
ESTIMATED NET			
EFFECT TO	(Could greatly	(Could greatly	(Could greatly
FEDERAL FUNDS	<u>exceed \$792,000)</u>	<u>exceed \$792,000))</u>	<u>exceed \$792,000))</u>
OTHER STATE			
FUNDS			
Cost - Performance			
Audit Contract Cost	(Could greatly exceed	(Could greatly exceed	(Could greatly exceed
§34.900 p.6	\$792,000)	\$792,000))	\$792,000))
ESTIMATED NET			
EFFECT TO OTHER STATE	(Could amoutly	(Could amouth)	(Could greatly
FUNDS	(Could greatly exceed \$792,000)	(Could greatly exceed \$792,000))	(Could greatly exceed \$792,000))

FISCAL IMPACT –	FY 2026	FY 2027	FY 2028
Local Government	(10 Mo.)		
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT – Small Business

Small business auditors could be impacted by this proposal if they are awarded some of the work auditing the numerous state programs.

FISCAL DESCRIPTION

This bill requires performance audits, to be conducted every four years, on each of the state departments, the Legislature, the Judiciary, and departments and offices under the Executive branch, including but not limited to, the Office of Administration, the Governor, Lieutenant Governor, Attorney General, Secretary of State, State Auditor, and State Treasurer. The Office of Administration must solicit bids and select an independent auditor.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Attorney General's Office

Department of Commerce and Insurance

Department of Economic Development

Department of Elementary and Secondary Education

Department of Higher Education and Workforce Development

Department of Health and Senior Services

Department of Mental Health

Department of Natural Resources

Department of Corrections

Department of Labor and Industrial Relations

Department of Revenue

Department of Public Safety

Office of the Director

Division of Alcohol and Tobacco Control

Capitol Police

Fire Safety

Missouri Gaming Commission

Missouri Highway Patrol

Missouri National Guard

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> State Emergency Management Agency Missouri Veterans Commission

Department of Social Services

Office of the Governor

Joint Committee on Public Employee Retirement

Joint Committee on Administrative Rules

Missouri Lottery Commission

Legislative Research

Oversight Division

Local Government Employees Retirement System

Missouri Consolidated Health Care Plan

Missouri Department of Agriculture

Missouri Department of Conservation

Missouri Ethics Commission

Missouri House of Representatives

Office of the Lieutenant Governor

Missouri Department of Transportation

Missouri State Employee's Retirement System

MoDOT & Patrol Employees' Retirement System

Missouri Office of Prosecution Services

Office of Administration

Administrative Hearing Commission

Budget and Planning

Facilities Management, Design and Construction

Office of the State Courts Administrator

Office of the State Auditor

Missouri Senate

Office of the Secretary of State

Office of the State Public Defender

Office of the State Treasurer

State Tax Commission

Julie Morff Director

February 9, 2025

Jessica Harris Assistant Director February 9, 2025