



Missouri Highways and Transportation Commission Policies

Category: EMPLOYEES
Subcategory: Compensation
Sub-Subcategory: Workers' Compensation

WORKERS' COMPENSATION

Related Statutes: Section 226.160 – 226.170 RSMo – Workers' compensation to include employees of Commission and Patrol – Self-insurance plan authorized. Chapter 287 RSMo - Workers' Compensation law.

*Legislation enabling the Highway Department to bring itself within the terms of the Workmen's Compensation Act (Chapter 287, RSMo) was enacted in 1945 (Section 226.160 RSMo). This allowed the Commission to purchase insurance for workers compensation coverage for certain specified job types. The first policy became effective on December 19, 1945, and was the first of its kind issued in the State of Missouri covering employees of a state agency. Specified jobs continued to be added to the list of the jobs covered until passage of legislation that became effective on October 13, 1969, which provided coverage to **all** Department employees. This bill also contained an option for the Commission to be self-insured. The Commission established a self-insurance plan effective January 1, 1987, for workers compensation, fleet vehicle liability, and general liability, but outsourced administration of workers' compensation claims until January 1, 1995. At that time, MoDOT began to administer workers compensation claims in-house.*

In keeping with Sections 226.160-226.170 RSMo, the Commission will provide and the Department will administer a self-insured Workers' Compensation Program. The program will provide coverage for (1) all employees of the Missouri Highways and Transportation Commission, (2) uniformed members of the State Highway Patrol, (3) non-uniformed members of the State Highway Patrol and (4) employees of the MoDOT and Patrol Employees' Retirement System.

Effective Date: February 6, 2019
Supersedes Policy Dated: November 7, 2013
Last Reaffirmed:
Date of Origin: December 10, 1945

Related Commission Minutes: May 13-14, 1945; July 9, 1945; January 14, 1946; March 11, 1946; May 13, 1946; July 9, 1946; April 9-10, 1951; November 7-8, 1955; March 17, 1959; June 13, 1961; March 13, 1962; May 12, 1966; May 15-16, 1969; September 24, 1969; December 16, 1970; August 1, 1986; December 5, 1986; January 9, 1987; February 6, 1987; September 9, 1994; April 9, 1999; November 7, 2013 – Comprehensive Policy Review. February 6, 2019- reaffirmed during comprehensive policy review.