



Missouri Highways and Transportation Commission Policies

Category: EMPLOYEES
Subcategory: Compensation, Insurance, Retirement, and Credit Unions
Sub-Subcategory: Credit Unions

CREDIT UNIONS

*The first reference to credit unions found in the Commission minutes was in September 22, 1967, wherein the Commission approved a staff recommendation to withhold money from employee checks for shares in the Highway Credit Unions. The duties of those first involved in handling credit union business were performed by employees who also performed other MoDOT functions, such as administration of the employee-sponsored insurance fund. Beginning in 1979, subsidies in terms of employee compensation, benefits, housing, telephone, etc., for the credit unions became a topic frequently cited by the State Auditor. In 1986 legislation was introduced (but did not pass) to prohibit state employees from performing regular duties for any credit union during regular working hours. MoDOT staff and the Commission consistently defended the credit union subsidies as an appropriate fringe benefit for employees, noting that those performing credit union functions were also involved in employee-sponsored insurance matters. On July 1, 1992, the Main Office Credit Union voluntarily separated from MoDOT. In October 1992, in response to yet another State Auditor citation, the Commission directed the staff to (1) appropriately account for any subsidy to credit unions as employee benefits in order that, from an accounting point of view, the subsidy would appear where it belonged, and (2) establish a task force to examine ways in which credit unions could be made self-supporting, including (but not limited to) an examination of the potential for consolidation of all the credit unions into one. In response, the ten district credit unions were required to reimburse the department for salaries and fringe benefits and to pay for equipment and supplies used to conduct credit union business. Housing continued to be provided because it also involved activity pertaining to health and life insurance plans. **On March 10, 2010, the Commission directed that all credit union activities be separated from MoDOT. This separation was completed on March 31, 2012.***

Related Commission Minutes: September 22, 1967; August 14, 1974; November 2, 1979; February 7, 1986; May 2, 1986; June 6, 1986; October 9, 1992; March 5, 1993; February 4, 2010; March 10, 2010