

# FRINGE BENEFITS

## FINANCIAL SUMMARY

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	FY 2017 REQUEST	GOVERNOR RECOMMENDS FY 2017
OASDHI Contributions	\$ 146,749,312	\$ 158,795,974	\$ 157,795,974	\$ 161,777,203
Missouri State Employees' Retirement System	317,402,950	338,706,920	338,706,920	346,931,008
Teacher Retirement Contributions	141,153	662,000	192,000	192,000
Unemployment Benefits	2,432,440	3,976,576	3,751,576	3,751,467
Missouri Consolidated Health Care Plan	386,568,058	391,550,559	443,968,397	394,609,336
Workers' Compensation	37,054,489	36,110,396	36,110,396	36,096,171
Other Employer Disbursements	3,680,341	3,936,001	3,936,001	3,936,001
<b>TOTAL</b>	<b>\$ 894,028,743</b>	<b>\$ 933,738,426</b>	<b>\$ 984,461,264</b>	<b>\$ 947,293,186</b>
General Revenue Fund	542,356,496	552,246,544	583,939,162	561,827,299
Federal Funds	187,987,630	203,254,397	215,877,986	204,347,447
Other Funds	163,684,617	178,237,485	184,644,116	181,118,440

## DEPARTMENT SUMMARY

The Fiscal Year 2017 budget provides \$947.3 million for employee retirement, health care, and other benefits.

**FRINGE BENEFITS  
OASDHI CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
OASDHI Contributions	\$ 139,484,129	\$ 150,630,625	\$ 153,324,854
Highway Patrol OASDHI Contributions	7,265,183	8,165,349	8,452,349
<b>TOTAL</b>	<b>\$ 146,749,312</b>	<b>\$ 158,795,974</b>	<b>\$ 161,777,203</b>
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	71,769,401	73,990,729	76,065,250
Federal Funds	27,867,658	31,360,026	32,081,026
Other Funds	47,112,253	53,445,219	53,630,927

The State of Missouri pays the employer's share of federal Old Age and Survivors Disability and Health Insurance contributions on all state employees' salaries.

**Fiscal Year 2017 Governor's Recommendations**

- \$3,318,200 for increased social security costs due to pay plan, including \$1,544,000 general revenue.
- \$670,000 for new personal service statewide, including \$309,000 general revenue.
- \$287,470 to reflect change of core funding source from the Child Support Enforcement Fund.
- \$58,978 Division of Alcohol and Tobacco Control Fund to reflect change of core funding source.
- (\$1,346,448) core reduction from the Fiscal Year 2016 appropriation level, including (\$58,978) general revenue.
- (\$6,971) transferred to the Department of Social Services to pay contracted employees.

**FRINGE BENEFITS  
MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
Missouri State Employees' Retirement System Contribution TOTAL	\$ 317,402,950	\$ 338,706,920	\$ 346,931,008
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	196,243,828	202,877,204	208,232,535
Federal Funds	66,993,707	73,828,647	75,490,647
Other Funds	54,165,415	62,001,069	63,207,826

The State of Missouri provides an employee retirement program through a combination of employer and employee contributions to the Missouri State Employees' Retirement System. The state's contribution includes semimonthly payments to the applicable Missouri state employee benefit plan and a payment of long-term disability premiums.

**Fiscal Year 2017 Governor's Recommendations**

- \$7,096,400 for increased retirement benefit costs due to pay plan, including \$4,233,000 general revenue.
- \$1,144,000 for new personal service statewide, including \$604,000 general revenue.
- \$672,642 to reflect change of core funding source from the Child Support Enforcement Fund.
- \$137,999 Division of Alcohol and Tobacco Control Fund to reflect change of core funding source.
- (\$810,641) core reduction from the Fiscal Year 2016 appropriation level, including (\$137,999) general revenue.
- (\$16,312) transferred to the Department of Social Services to pay contracted employees.

**FRINGE BENEFITS  
TEACHER RETIREMENT CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
Teacher Retirement Contributions TOTAL	\$ 141,153	\$ 662,000	\$ 192,000
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	123,397	600,000	150,000
Federal Funds	17,139	60,000	40,000
Other Funds	617	2,000	2,000

Section 104.342, RSMo, provides that the Commissioner of Administration shall monthly requisition and certify the payment of contributions to the Public School Retirement System (PSRS). The Department of Elementary and Secondary Education and the Department of Social Services employ certified teachers who remain members of the PSRS.

**Fiscal Year 2017 Governor's Recommendations**

- (\$470,000) core reduction from the Fiscal Year 2016 appropriation level, including (\$450,000) general revenue.

**FRINGE BENEFITS  
DISBURSEMENT FOR UNEMPLOYMENT BENEFITS**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
Unemployment Benefits	\$ 2,407,796	\$ 3,806,634	\$ 3,606,525
Highway Patrol Unemployment Benefits	24,644	169,942	144,942
<b>TOTAL</b>	<b>\$ 2,432,440</b>	<b>\$ 3,976,576</b>	<b>\$ 3,751,467</b>
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	1,123,123	1,636,058	1,635,024
Federal Funds	617,423	560,776	660,776
Other Funds	691,894	1,779,742	1,455,667

The State of Missouri contributes to the Division of Employment Security to fulfill unemployment claims of former employees. A governmental entity may elect to either pay contributions in advance based on a statutory formula or reimburse the Division of Employment Security for actual claims paid. The State of Missouri reimburses for actual claims. By using this deferred method of payment and one central appropriation, the state simplifies the administration of unemployment benefits.

**Fiscal Year 2017 Governor's Recommendations**

- \$925 Division of Alcohol and Tobacco Control Fund to reflect change of core funding source.
- (\$225,925) core reduction from the Fiscal Year 2016 appropriation level, including (\$925) general revenue.
- (\$109) transferred to the Department of Social Services to pay contracted employees.

**FRINGE BENEFITS  
MISSOURI CONSOLIDATED HEALTH CARE PLAN**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
Missouri Consolidated Health Care Plan Contributions TOTAL	\$ 386,568,058	\$ 391,550,559	\$ 394,609,336
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	237,076,831	238,261,156	240,877,318
Federal Funds	92,491,703	97,444,948	96,074,998
Other Funds	56,999,524	55,844,455	57,657,020

The Missouri Consolidated Health Care Plan administers health care benefits for most state employees and retirees. Municipalities and other public entities are allowed to join the Missouri Consolidated Health Care Plan as well, building a larger pool of members and greater bargaining power for lower cost medical services.

**Fiscal Year 2017 Governor's Recommendations**

- \$2,412,708 to maintain level employee premiums for Fiscal Year 2017, including \$1,471,752 general revenue.
- \$986,792 to reflect change of core funding source from the Child Support Enforcement Fund.
- \$670,000 for new personal service statewide, including \$384,000 general revenue.
- \$202,451 Division of Alcohol and Tobacco Control Fund to reflect change of core funding source.
- (\$1,189,243) core reduction from the Fiscal Year 2016 appropriation level, including (\$202,451) general revenue.
- (\$23,931) transferred to the Department of Social Services to pay contracted employees.

**FRINGE BENEFITS  
WORKERS' COMPENSATION**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
Workers' Compensation	\$ 33,770,919	\$ 33,380,396	\$ 33,366,171
Workers' Compensation/Second Injury Fund Tax	3,283,570	2,730,000	2,730,000
<b>TOTAL</b>	<b>\$ 37,054,489</b>	<b>\$ 36,110,396</b>	<b>\$ 36,096,171</b>
<b>EXPENSE AND EQUIPMENT</b>			
General Revenue Fund	22,687,041	22,038,000	22,038,000
Other Funds	571,340	900,000	900,000
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	13,332,875	12,807,396	12,793,171
Other Funds	463,233	365,000	365,000
<b>TOTAL</b>			
General Revenue Fund	36,019,916	34,845,396	34,831,171
Other Funds	1,034,573	1,265,000	1,265,000

In accordance with Chapter 287, RSMo, the State of Missouri is responsible for payment of Workers' Compensation benefits to injured state employees. Payments made by general revenue on behalf of employees paid from other funding sources are reimbursed by these non-general revenue funds. A self-insurer, the state pays its Workers' Compensation tax and Second Injury Fund assessments based on billings received from the Department of Revenue and the Division of Workers' Compensation.

**Fiscal Year 2017 Governor's Recommendations**

- (\$12,721) core reduction from the Fiscal Year 2016 appropriation level.
- (\$1,504) transferred to the Department of Social Services to pay contracted employees.

**FRINGE BENEFITS  
OTHER EMPLOYER DISBURSEMENTS**

**FINANCIAL SUMMARY**

	FY 2015 EXPENDITURE	FY 2016 APPROPRIATION	GOVERNOR RECOMMENDS FY 2017
Voluntary Life Insurance	\$ 3,680,341	\$ 3,900,000	\$ 3,900,000
Cafeteria Plan Transfer	0	1	1
HR Contingency Transfer	0	36,000	36,000
<b>TOTAL</b>	<b>\$ 3,680,341</b>	<b>\$ 3,936,001</b>	<b>\$ 3,936,001</b>
<b>PERSONAL SERVICE</b>			
General Revenue Fund	0	36,001	36,001
Other Funds	3,680,341	3,900,000	3,900,000

**VOLUNTARY LIFE INSURANCE**

State employees may opt to withhold a portion of their salaries for voluntary life insurance. This appropriation provides expenditure authority to distribute the monies withheld to the various life insurance companies as designated by employees.

**Fiscal Year 2017 Governor's Recommendations**

Continue funding at the current level.

**CAFETERIA PLAN TRANSFER**

The state offers a tax reduction plan for state employees who set aside a portion of their salaries for certain expenses such as medical care and dependent care. The federal government requires the state to provide a sufficient balance in the medical expenses category for timely reimbursements to plan participants.

**Fiscal Year 2017 Governor's Recommendations**

Continue funding at the current level.

**HUMAN RESOURCES CONTINGENCY FUND TRANSFER**

This transfer section ensures that payroll checks are timely for payment against accounts with temporary allotment or fund cash flow problems.

**Fiscal Year 2017 Governor's Recommendations**

Continue funding at the current level.