

Division of Personnel
Calculation of State of Missouri Benefits as a Percentage of Salary*

	Benefit Levels		Annual Salary Levels				
	Percentage	Monthly \$ Amount	Minimum	Median	Average	Other Example Salaries	
			\$33,912	\$46,282	\$52,496	\$60,000	\$75,000
Benefits in Addition to Salary							
Retirement	27.26%		\$9,244.41	\$12,616.36	\$14,310.48	\$16,356.00	\$20,445.00
Social Security							
OASDI	6.20%		\$2,102.54	\$2,869.46	\$3,254.77	\$3,720.00	\$4,650.00
Medicare	1.45%		\$491.72	\$671.08	\$761.20	\$870.00	\$1,087.50
Health Insurance		\$1,018.00	\$12,216.00	\$12,216.00	\$12,216.00	\$12,216.00	\$12,216.00
Retiree Health ¹	3.64%		\$1,234.40	\$1,684.65	\$1,910.86	\$2,184.00	\$2,730.00
Life Insurance	0.24%		\$80.37	\$109.69	\$124.42	\$142.20	\$177.75
Long Term Disability	0.40%		\$135.65	\$185.13	\$209.99	\$240.00	\$300.00
Worker's Comp & Unemployment	1.74%		\$590.07	\$805.30	\$913.44	\$1,044.00	\$1,305.00
Deferred Compensation Incentive Plan ³		\$75.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00
Totals	40.93%	\$1,093.00	\$26,995.16	\$32,057.67	\$34,601.16	\$37,672.20	\$43,811.25

Percentage Amount of Benefits in Addition to Salary
 For example, 65.9% is added to a salary of \$52,496.

	79.6%	69.3%	65.9%	62.8%	58.4%
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	Annual Salary Levels				
	\$33,912	\$46,282	\$52,496	\$60,000	\$75,000
Benefits Included with Salary					
15 Days Annual Leave (1 to 10 Years of Service) ²	\$1,956.46	\$2,670.09	\$3,028.63	\$3,461.54	\$4,326.92
10 Days Sick Leave (Approximate Average Sick Leave Usage)	\$1,304.31	\$1,780.06	\$2,019.09	\$2,307.69	\$2,884.62
13 Holidays	\$1,695.60	\$2,314.08	\$2,624.81	\$3,000.00	\$3,750.00
Totals	\$4,956.37	\$6,764.23	\$7,672.53	\$8,769.23	\$10,961.54

Percentage Amount of Benefits Included with Salary

	14.6%	14.6%	14.6%	14.6%	14.6%
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Dollar Value of Total Benefits
Total Benefits as a Percent of Salary

	\$31,951.53	\$38,821.90	\$42,273.69	\$46,441.43	\$54,772.79
	94.2%	83.9%	80.5%	77.4%	73.0%

¹Retiree Medical Insurance State Contribution

²Annual Leave Benefits as a percent of salary increase by 1.2% for 11-15 years of service (18 days) and by 2.3% for 15+ years of service (21 days)

³The state will match MO Deferred Comp contribution up to \$75 per month with a minimum contribution of \$25 per month. Employees contributing at least \$25 per month will have their contribution matched with a dollar amount equal to their contribution, up to a maximum match of \$75 per month. Employees may contribute more than \$75 per month and will still receive the \$75 match per month.

*The average salary, reflected in these calculations, is for classified and covered employees in UCP agencies (both merit and non-merit) only. It does not include the Unclassified or Exempt positions in UCP agencies or the salaries for those agencies not covered by the UCP system.