

# FRINGE BENEFITS

## FINANCIAL SUMMARY

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	FY 2016 REQUEST	GOVERNOR RECOMMENDS FY 2016
OASDHI Contributions	\$ 144,415,535	\$ 155,654,997	\$ 156,130,125	\$ 158,828,634
Missouri State Employees' Retirement System	309,924,747	331,233,944	332,371,818	338,784,470
Teacher Retirement Contributions	743,538	662,000	662,000	662,000
Deferred Compensation	0	9,574,740	10,773,406	0
Unemployment Benefits	2,977,523	3,983,931	3,975,276	3,982,580
Missouri Consolidated Health Care Plan	366,799,559	389,284,459	425,649,890	391,550,559
Workers' Compensation	33,791,987	36,124,630	37,103,844	36,110,396
Other Employer Disbursements	3,597,511	3,936,001	3,936,001	3,936,001
<b>TOTAL</b>	<b>\$ 862,250,400</b>	<b>\$ 930,454,702</b>	<b>\$ 970,602,360</b>	<b>\$ 933,854,640</b>
General Revenue Fund	517,083,853	553,273,629	579,029,708	552,360,548
Federal Funds	185,025,664	200,407,811	207,829,326	203,254,397
Other Funds	160,140,883	176,773,262	183,743,326	178,239,695

## DEPARTMENT SUMMARY

The Fiscal Year 2016 budget provides \$933.9 million for employee retirement, health care, and other benefits.

**FRINGE BENEFITS  
OASDHI CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
OASDHI Contributions	\$ 137,586,896	\$ 147,618,023	\$ 150,663,285
Highway Patrol OASDHI Contributions	6,828,639	8,036,974	8,165,349
<b>TOTAL</b>	<b>\$ 144,415,535</b>	<b>\$ 155,654,997</b>	<b>\$ 158,828,634</b>
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	69,905,374	74,381,835	74,022,729
Federal Funds	27,794,190	29,123,233	31,360,026
Other Funds	46,715,971	52,149,929	53,445,879

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 2016 Governor's Recommendations**

- \$2,725,300 federal and other funds to reflect adjustments in the Fiscal Year 2015 expenditure level.
- \$952,834 for the remaining pay periods of the Fiscal Year 2015 approved pay plan, including \$369,746 general revenue.
- \$330,000 for new staff statewide, including \$117,000 general revenue.
- \$160,660 for increased social security costs due to pay plan, including \$113,000 general revenue.
- (\$926,239) core reduction from the Fiscal Year 2015 appropriation level, including (\$889,934) general revenue.
- (\$68,918) transferred to the Department of Mental Health for fringe savings for transitioning individuals from Department of Mental Health facilities to community care and privately owned care facilities.

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

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Missouri State Employees' Retirement System Contribution TOTAL	\$ 309,924,747	\$ 331,233,944	\$ 338,784,470
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	188,978,960	200,803,889	202,953,204
Federal Funds	66,887,482	71,642,034	73,828,647
Other Funds	54,058,305	58,788,021	62,002,619

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 2016 Governor's Recommendations**

- \$3,994,542 to reflect adjustments to the Fiscal Year 2015 expenditure level, including \$212,492 general revenue.
- \$2,255,492 for the remaining pay periods of the Fiscal Year 2015 approved pay plan, including \$952,084 general revenue.
- \$845,550 for increased retirement benefit costs due to pay plan, including \$735,000 general revenue.
- \$701,000 for new staff statewide, including \$411,000 general revenue.
- (\$161,261) transferred to the Department of Mental Health for fringe savings for transitioning individuals from Department of Mental Health facilities to community care and privately operated care facilities.
- (\$84,797) federal funds core reduction from the Fiscal Year 2015 appropriation level.

**FRINGE BENEFITS  
TEACHER RETIREMENT CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Teacher Retirement Contributions TOTAL	\$ 743,538	\$ 662,000	\$ 662,000
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	711,158	600,000	600,000
Federal Funds	31,238	60,000	60,000
Other Funds	1,142	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 2016 Governor's Recommendations**

Continue funding at the current level.

**FRINGE BENEFITS  
DEFERRED COMPENSATION**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Deferred Compensation	\$ 0	\$ 9,126,600	\$ 0
Highway Patrol Deferred Compensation	0	448,140	0
<b>TOTAL</b>	<b>\$ 0</b>	<b>\$ 9,574,740</b>	<b>\$ 0</b>
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	0	3,856,200	0
Federal Funds	0	2,113,200	0
Other Funds	0	3,605,340	0

The Missouri State Public Employees Deferred Compensation Program was created by Sections 105.900 to 105.927, RSMo, to encourage employees to supplement the Missouri State Employees' Retirement Plan and Social Security.

**Fiscal Year 2016 Governor's Recommendations**

- (\$9,574,740) core reduction from the Fiscal Year 2015 appropriation level, including (\$3,856,200) general revenue.

**FRINGE BENEFITS  
DISBURSEMENT FOR UNEMPLOYMENT BENEFITS**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Unemployment Benefits	\$ 2,969,522	\$ 3,813,989	\$ 3,812,638
Highway Patrol Unemployment Benefits	8,001	169,942	169,942
<b>TOTAL</b>	<b>\$ 2,977,523</b>	<b>\$ 3,983,931</b>	<b>\$ 3,982,580</b>
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	1,241,608	1,643,413	1,642,062
Federal Funds	780,876	560,776	560,776
Other Funds	955,039	1,779,742	1,779,742

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 2016 Governor's Recommendations**

- (\$1,351) transferred to the Department of Mental Health for fringe savings for transitioning individuals from Department of Mental Health facilities to community care and privately operated care facilities.

**FRINGE BENEFITS  
MISSOURI CONSOLIDATED HEALTH CARE PLAN**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Missouri Consolidated Health Care Plan Contributions			
TOTAL	\$ 366,799,559	\$ 389,284,459	\$ 391,550,559
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	223,192,514	237,092,661	238,261,156
Federal Funds	89,531,878	96,908,568	97,444,948
Other Funds	54,075,167	55,283,230	55,844,455

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 2016 Governor's Recommendations**

- \$2,000,000 to maintain level employee premiums for Fiscal Year 2016, including \$1,218,095 general revenue.
- \$536,085 for new staff statewide, including \$186,615 general revenue.
- (\$236,215) transferred to the Department of Mental Health for fringe savings for transitioning individuals from Department of Mental Health facilities to community care and privately operated care facilities.
- (\$33,770) federal funds core reduction from the Fiscal Year 2015 appropriation level.

**FRINGE BENEFITS  
WORKERS' COMPENSATION**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Workers' Compensation	\$ 31,745,270	\$ 33,394,630	\$ 33,380,396
Workers' Compensation/Second Injury Fund Tax	2,046,717	2,730,000	2,730,000
<b>TOTAL</b>	<b>\$ 33,791,987</b>	<b>\$ 36,124,630</b>	<b>\$ 36,110,396</b>
<b>EXPENSE AND EQUIPMENT</b>			
General Revenue Fund	21,757,504	22,038,000	22,038,000
Other Funds	414,596	900,000	900,000
<b>PROGRAM SPECIFIC DISTRIBUTION</b>			
General Revenue Fund	11,296,735	12,821,630	12,807,396
Other Funds	323,152	365,000	365,000
<b>TOTAL</b>			
General Revenue Fund	33,054,239	34,859,630	34,845,396
Other Funds	737,748	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 2016 Governor's Recommendations**

- (\$14,234) transferred to the Department of Mental Health for fringe savings for transitioning individuals from Department of Mental Health facilities to community care and privately operated care facilities.



**FRINGE BENEFITS  
OTHER EMPLOYER DISBURSEMENTS**

**FINANCIAL SUMMARY**

	FY 2014 EXPENDITURE	FY 2015 APPROPRIATION	GOVERNOR RECOMMENDS FY 2016
Voluntary Life Insurance	\$ 3,597,511	\$ 3,900,000	\$ 3,900,000
Cafeteria Plan Transfer	0	1	1
HR Contingency Transfer	0	36,000	36,000
<b>TOTAL</b>	<b>\$ 3,597,511</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	3,597,511	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 2016 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 2016 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 2016 Governor's Recommendations**

Continue funding at the current level.