

FRINGE BENEFITS

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 REQUEST	FY 2020 GOVERNOR RECOMMENDS
OASDHI Contributions	\$ 149,984,138	\$ 164,938,846	\$ 162,771,865	\$ 170,984,019
Missouri State Employees' Retirement System	363,127,655	413,785,972	447,746,415	430,788,977
Teacher Retirement Contributions	79,745	122,000	70,000	70,000
Unemployment Benefits	1,423,731	3,748,686	3,404,068	3,404,068
Missouri Consolidated Health Care Plan	400,672,698	465,967,275	496,063,587	486,591,940
Workers' Compensation	37,487,769	40,463,439	42,320,475	42,320,608
Other Employer Disbursements	3,545,040	3,936,001	3,936,001	3,936,001
TOTAL	\$ 956,320,776	\$ 1,092,962,219	* \$ 1,156,312,411	\$ 1,138,095,613
General Revenue Fund	586,001,394	650,323,791	686,625,126	679,173,090
Federal Funds	196,212,783	237,427,645	249,375,443	243,591,540
Other Funds	174,106,599	205,210,783	220,311,842	215,330,983

* Does not include \$28,439,877 recommended in the Fiscal Year 2019 Supplemental Appropriations. See the Supplemental section of the Missouri Budget for details regarding the Employee Benefits supplemental appropriations.

DEPARTMENT SUMMARY

The Fiscal Year 2020 budget provides \$1,138.1 million for employee retirement, healthcare, and other benefits.

**FRINGE BENEFITS
OASDHI CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
OASDHI Contributions	\$ 142,624,938	\$ 156,147,497	\$ 161,519,019
Highway Patrol OASDHI Contributions	7,359,200	8,791,349	9,465,000
TOTAL	\$ 149,984,138	\$ 164,938,846	\$ 170,984,019
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	74,342,174	77,552,739	79,717,231
Federal Funds	27,439,161	32,799,414	33,837,000
Other Funds	48,202,803	54,586,693	57,429,788

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 2020 Governor’s Recommendations

- \$4,595,154 for new personal service statewide, including \$34,261 general revenue.
- \$2,016,000 for increased social security costs due to pay plan, including \$1,277,000 general revenue.
- \$1,164,000 for increased social security costs due to the remaining periods of the Fiscal Year 2019 approved pay plan, including \$574,000 general revenue.
- \$437,000 for increased social security costs due to the pay plan associated with the recently completed compensation study to move to market-based minimums, including \$222,000 general revenue.
- \$24,212 to continue social security costs previously funded by the Early Childhood Development, Education and Care Fund.
- \$33,019 transferred from the statewide leasing budget.
- (\$2,224,212) federal and other funds core reduction from the Fiscal Year 2019 appropriation level.

FRINGE BENEFITS

MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM CONTRIBUTIONS

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Missouri State Employees' Retirement System Contributions			
TOTAL	\$ 363,127,655	\$ 413,785,972	\$ 430,788,977
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	226,277,775	245,965,315	258,715,699
Federal Funds	74,505,813	91,677,839	91,677,839
Other Funds	62,344,067	76,142,818	80,395,439

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 2020 Governor's Recommendations

- \$7,104,867 for actuarially recommended retirement benefit contribution rate increases, including \$6,063,685 general revenue.
- \$5,156,000 for increased retirement costs due to pay plan, including \$3,870,000 general revenue.
- \$2,470,000 for increased retirement costs due to the remaining periods of the Fiscal Year 2019 approved pay plan, including \$1,764,000 general revenue.
- \$1,295,000 for new personal service statewide, including \$335,000 general revenue.
- \$886,000 for increased retirement benefit costs due to the pay plan associated with the recently completed compensation study to move to market-based minimums, including \$566,000 general revenue.
- \$60,561 to continue retirement benefits costs previously funded by the Early Childhood Development, Education and Care Fund.
- \$91,138 transferred from the statewide leasing budget.
- (\$60,561) Early Childhood Development, Education and Care Fund core reduction from the Fiscal Year 2019 appropriation level.

**FRINGE BENEFITS
TEACHER RETIREMENT CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Teacher Retirement Contributions			
TOTAL	\$ 79,745	\$ 122,000	\$ 70,000
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	79,745	90,000	70,000
Federal Funds	0	30,000	0
Other Funds	0	2,000	0

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 2020 Governor’s Recommendations

- (\$52,000) core reduction from the Fiscal Year 2019 appropriation level, including (\$20,000) general revenue.

**FRINGE BENEFITS
DISBURSEMENT FOR UNEMPLOYMENT BENEFITS**

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Unemployment Benefits	\$ 1,408,555	\$ 3,603,744	\$ 3,304,068
Highway Patrol Unemployment Benefits	15,176	144,942	100,000
TOTAL	\$ 1,423,731	\$ 3,748,686	\$ 3,404,068
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	632,932	1,635,210	1,535,534
Federal Funds	380,550	659,619	659,619
Other Funds	410,249	1,453,857	1,208,915

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 2020 Governor's Recommendations

- \$324 transferred from the statewide leasing budget.
- (\$344,942) core reduction from the Fiscal Year 2019 appropriation level, including (\$100,000) general revenue.

FRINGE BENEFITS
MISSOURI CONSOLIDATED HEALTH CARE PLAN

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Missouri Consolidated Health Care Plan Contributions			
TOTAL	\$ 400,672,698	\$ 465,967,275	\$ 486,591,940
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	248,181,261	285,856,087	298,103,017
Federal Funds	93,887,259	112,260,773	117,417,082
Other Funds	58,604,178	67,850,415	71,071,841

The Missouri Consolidated Health Care Plan administers healthcare benefits for most state employees and retirees. Municipalities and other public entities may 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 2020 Governor’s Recommendations

- \$20,485,933 to continue the state’s share of the state employee healthcare benefit plan, including \$12,031,388 general revenue.
- \$76,810 to continue the state’s share of the state employee healthcare benefit plan previously funded by the Early Childhood Development, Education and Care Fund.
- \$138,732 transferred from the statewide leasing budget.
- (\$76,810) Early Childhood Development, Education and Care Fund core reduction from the Fiscal Year 2019 appropriation level.

**FRINGE BENEFITS
WORKERS' COMPENSATION**

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Workers' Compensation	\$ 34,219,265	\$ 37,223,439	\$ 39,030,608
Workers' Compensation/Second Injury Fund Tax	3,268,504	3,240,000	3,290,000
TOTAL	\$ 37,487,769	\$ 40,463,439	\$ 42,320,608
EXPENSE AND EQUIPMENT			
General Revenue Fund	29,407,459	25,918,633	27,725,669
Other Funds	771,405	900,000	900,000
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	7,080,048	13,269,806	13,269,939
Other Funds	228,857	375,000	425,000
TOTAL			
General Revenue Fund	36,487,507	39,188,439	40,995,608
Other Funds	1,000,262	1,275,000	1,325,000

In accordance with Chapter 287, RSMo, the State of Missouri is responsible for paying 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 2020 Governor's Recommendations

- \$1,800,000 for workers' compensation tax payments.
- \$50,000 Conservation Commission Fund for paying workers' compensation benefits to injured state employees.
- \$133 to continue workers' compensation benefits previously funded by the Early Childhood Development, Education and Care Fund.
- \$7,036 transferred from the statewide leasing budget.

**FRINGE BENEFITS
OTHER EMPLOYER DISBURSEMENTS**

FINANCIAL SUMMARY

	FY 2018 EXPENDITURE	FY 2019 APPROPRIATION	FY 2020 GOVERNOR RECOMMENDS
Voluntary Life Insurance	\$ 3,545,040	\$ 3,900,000	\$ 3,900,000
Cafeteria Plan Transfer	0	1	1
HR Contingency Transfer	0	36,000	36,000
TOTAL	\$ 3,545,040	\$ 3,936,001	\$ 3,936,001
PERSONAL SERVICE			
General Revenue Fund	0	36,001	36,001
Other Funds	3,545,040	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 2020 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 2020 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 2020 Governor's Recommendations

Continue funding at the current level.