

# FRINGE BENEFITS

## FINANCIAL SUMMARY

	FY 2021 EXPENDITURE	FY 2022 APPROPRIATION	FY 2023 REQUEST	FY 2023 GOVERNOR RECOMMENDS
OASDHI Contributions	\$ 158,862,184	\$ 192,157,000	\$ 184,170,000	\$ 201,921,000
Missouri State Employees' Retirement System	442,343,417	505,342,703	541,839,703	1,421,893,055
Teacher Retirement Contributions	57,404	60,000	60,000	60,000
Deferred Compensation	0	0	0	11,600,000
Unemployment Benefits	2,736,674	4,935,534	4,935,534	4,935,534
Missouri Consolidated Health Care Plan	488,100,909	507,691,340	489,028,940	489,028,940
Workers' Compensation	34,989,006	42,424,152	42,424,152	41,634,152
Other Employer Disbursements	3,203,120	3,936,001	3,936,001	3,936,001
<b>TOTAL</b>	<b>\$ 1,130,292,714</b>	<b>\$ 1,256,546,730</b>	<b>\$ 1,266,394,330</b>	<b>\$ 2,175,008,682</b>
General Revenue Fund	624,314,991	723,661,704	763,488,704	1,620,214,376
Federal Funds	220,782,597	246,223,650	246,223,650	251,178,421
Federal Stimulus Funds	100,583,616	56,072,535	10,789,135	33,035,603
Other Funds	184,611,510	230,588,841	245,892,841	270,580,282

<sup>1</sup> Does not include \$20,833,421 appropriated in House Bill 14 (2022) introduced January 5, 2022 during the second regular session of the 101st General Assembly, and does not include \$62,556,177 recommended in Fiscal Year 2022 Supplemental Appropriations. See the Supplemental section of the Missouri Budget for details regarding the additional Fringe Benefits supplemental appropriations.

**FRINGE BENEFITS  
OASDHI CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
OASDHI Contributions	\$ 152,911,577	\$ 182,692,000	\$ 192,066,000
Highway Patrol OASDHI Contributions	5,950,607	9,465,000	9,855,000
<b>TOTAL</b>	<b>\$ 158,862,184</b>	<b>\$ 192,157,000</b>	<b>\$ 201,921,000</b>
General Revenue Fund	71,448,523	85,217,000	93,896,000
Federal Funds	42,154,324	45,213,000	42,236,000
Other Funds	45,259,337	61,727,000	65,789,000

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 2023 Governor’s Recommendations**

- \$17,751,000 for new personal service statewide, including \$8,679,000 general revenue.
- (\$7,987,000) federal funds core reduction for one-time expenditures.

**FRINGE BENEFITS**

**MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Missouri State Employees' Retirement System Contributions	\$ 442,343,417	\$ 505,342,703	\$ 610,728,703
Extraordinary Pension Contribution	0	0	500,000,000
Accelerated Contributions	0	0	311,164,352
<b>TOTAL</b>	<b>\$ 442,343,417</b>	<b>\$ 505,342,703</b>	<b>\$ 1,421,893,055</b>
General Revenue Fund	248,995,689	295,689,000	1,179,130,352
Federal Funds	124,121,330	118,835,703	119,331,703
Other Funds	69,226,398	90,818,000	123,431,000

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 2023 Governor's Recommendations**

- \$500,000,000 for an extraordinary one-time pension contribution to the Missouri State Employees' Retirement System.
- \$311,164,352 for an accelerated pension contribution to the Missouri State Employees' Retirement System.
- \$55,131,000 for actuarially recommended retirement benefit contribution rate increases, including \$39,827,000 general revenue.
- \$68,889,000 for new personal service statewide, including \$32,450,000 general revenue.
- (\$18,634,000) federal funds one-time core reduction from the Fiscal Year 2022 appropriation level.

**FRINGE BENEFITS  
TEACHER RETIREMENT CONTRIBUTIONS**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Teacher Retirement Contributions			
<b>TOTAL</b>	<b>\$ 57,404</b>	<b>\$ 60,000</b>	<b>\$ 60,000</b>
General Revenue Fund	57,404	60,000	60,000

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 2023 Governor’s Recommendations**

- Continue funding at the current level.

**FRINGE BENEFITS  
DEFERRED COMPENSATION**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Deferred Compensation	\$ 0	\$ 0	\$ 11,508,997
Highway Patrol Deferred Compensation	0	0	91,003
<b>TOTAL</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 11,600,000</b>
General Revenue Fund	0	0	5,222,320
Federal Funds	0	0	3,061,239
Other Funds	0	0	3,316,441

Sections 105.900 to 105.927, RSMo created the Missouri State Public Employees Deferred Compensation Commission to encourage employees to supplement their Missouri State Employees’ Retirement Plan and Social Security. The state matches up to \$25 per month of each employee’s deferred compensation deposit.

**Fiscal Year 2023 Governor’s Recommendations**

- \$11,600,000 to reintroduce the employer match for the Deferred Compensation Program, including \$5,222,320 general revenue.

**FRINGE BENEFITS  
DISBURSEMENT FOR UNEMPLOYMENT BENEFITS**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Unemployment Benefits	\$ 2,705,181	\$ 4,835,534	\$ 4,835,534
Highway Patrol Unemployment Benefits	31,493	100,000	100,000
<b>TOTAL</b>	<b>\$ 2,736,674</b>	<b>\$ 4,935,534</b>	<b>\$ 4,935,534</b>
General Revenue Fund	1,486,808	2,435,534	2,435,534
Federal Funds	473,784	784,000	784,000
Other Funds	776,082	1,716,000	1,716,000

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 2023 Governor's Recommendations**

Continue funding at the current level.

**FRINGE BENEFITS  
MISSOURI CONSOLIDATED HEALTH CARE PLAN**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Missouri Consolidated Health Care Plan Contributions			
<b>TOTAL</b>	<b>\$ 488,100,909</b>	<b>\$ 507,691,340</b>	<b>\$ 489,028,940</b>
General Revenue Fund	268,361,770	299,125,017	299,125,017
Federal Funds	154,616,775	137,463,482	118,801,082
Other Funds	65,122,364	71,102,841	71,102,841

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 2023 Governor's Recommendations**

- (\$18,662,400) federal funds core reduction for one-time expenditures.

**FRINGE BENEFITS  
WORKERS' COMPENSATION**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Workers' Compensation	\$ 32,576,019	\$ 39,134,152	\$ 38,344,152
Workers' Compensation/Second Injury Fund Tax	2,412,987	3,290,000	3,290,000
<b>TOTAL</b>	<b>\$ 34,989,006</b>	<b>\$ 42,424,152</b>	<b>\$ 41,634,152</b>
General Revenue Fund	33,964,797	41,099,152	40,309,152
Other Funds	1,024,209	1,325,000	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 2023 Governor's Recommendations**

- (\$435,000) core reduction from the Fiscal Year 2022 appropriation level.
- (\$355,000) core reallocation to various Office of Administration divisions.

**FRINGE BENEFITS  
OTHER EMPLOYER DISBURSEMENTS**

**FINANCIAL SUMMARY**

	<b>FY 2021 EXPENDITURE</b>	<b>FY 2022 APPROPRIATION</b>	<b>FY 2023 GOVERNOR RECOMMENDS</b>
Voluntary Life Insurance	\$ 3,203,120	\$ 3,900,000	\$ 3,900,000
Cafeteria Plan Transfer	0	1	1
HR Contingency Transfer	0	36,000	36,000
<b>TOTAL</b>	<b>\$ 3,203,120</b>	<b>\$ 3,936,001</b>	<b>\$ 3,936,001</b>
General Revenue Fund	0	36,001	36,001
Other Funds	3,203,120	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 2023 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 2023 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 2023 Governor’s Recommendations**

Continue funding at the current level.