updated 7/13/2017

Division of Personnel

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

	Benefit Levels		Annual Salary Levels				
			Minimum	Median	Average		
			$20,556	**$32,148**	**$35,209**	**$40,000**	**$50,000**
Benefits in Addition to Salary	**Percentage**	**Monthly $ Amount**					
Retirement	19.45%		$3,998.14	$6,252.79	$6,848.09	$7,780.00	$9,725.00
Social Security							
OASDI	6.20%		$1,274.47	$1,993.18	$2,182.94	$2,480.00	$3,100.00
Medicare	1.45%		$298.06	$466.15	$510.53	$580.00	$725.00
Health Insurance		$746.00	$8,952.00	$8,952.00	$8,952.00	$8,952.00	$8,952.00
Retiree Health[1]	4.29%		$881.85	$1,379.15	$1,510.45	$1,716.00	$2,145.00
Life Insurance	0.32%		$65.78	$102.87	$112.67	$128.00	$160.00
Long Term Disability	0.475%		$97.64	$152.70	$167.24	$190.00	$237.50
Worker's Comp & Unemployment	1.74%		$357.67	$559.38	$612.63	$696.00	$870.00
Totals	33.93%	$746.00	$15,925.61	$19,858.22	$20,896.55	$22,522.00	$25,914.50
Percentage Amount of Benefits in Addition to Salary			**77.5%**	**61.8%**	**59.4%**	**56.3%**	**51.8%**

For example, 59.4% is added to a salary of $35,209.

	Annual Salary Levels				
Benefits Included with Salary	**$20,556**	**$32,148**	**$35,209**	**$40,000**	**$50,000**
15 Days Annual Leave (1 to 10 Years of Service)[2]	$1,185.92	$1,854.69	$2,031.27	$2,307.69	$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	$790.62	$1,236.46	$1,354.18	$1,538.46	$1,923.08
12 Holidays	$948.74	$1,483.75	$1,625.02	$1,846.15	$2,307.69
Totals	$2,925.28	$4,574.90	$5,010.47	$5,692.30	$7,115.39
Percentage Amount of Benefits Included with Salary	**14.2%**	**14.2%**	**14.2%**	**14.2%**	**14.2%**
Dollar Value of Total Benefits	**$18,850.89**	**$24,433.12**	**$25,907.02**	**$28,214.30**	**$33,029.89**
Total Benefits as a Percent of Salary	**91.7%**	**76.0%**	**73.6%**	**70.5%**	**66.1%**

[1]Retiree Medical Insurance State Contribution

[2]Annual 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)

The Missouri Deferred Compensation Plan match was suspended beginning with the payroll dated 3/31/10.

*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.