updated 1/26/2017

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**	**$35,176**	**$40,000**	**$50,000**
Benefits in Addition to Salary	**Percentage**	**Monthly $ Amount**					
Retirement	16.97%		$3,488.35	$5,455.52	$5,969.31	$6,788.00	$8,485.00
Social Security							
OASDI	6.20%		$1,274.47	$1,993.18	$2,180.89	$2,480.00	$3,100.00
Medicare	1.45%		$298.06	$466.15	$510.05	$580.00	$725.00
Health Insurance		$724.00	$8,688.00	$8,688.00	$8,688.00	$8,688.00	$8,688.00
Retiree Health[1]	4.02%		$826.35	$1,292.35	$1,414.06	$1,608.00	$2,010.00
Life Insurance	0.32%		$65.78	$102.87	$112.56	$128.00	$160.00
Long Term Disability	0.475%		$97.64	$152.70	$167.08	$190.00	$237.50
Worker's Comp & Unemployment	1.74%		$357.67	$559.38	$612.06	$696.00	$870.00
Totals	31.18%	$724.00	$15,096.32	$18,710.15	$19,654.01	$21,158.00	$24,275.50
Percentage Amount of Benefits in Addition to Salary			**73.4%**	**58.2%**	**55.9%**	**52.9%**	**48.6%**

For example, 55.9% is added to a salary of $35,176.

	Annual Salary Levels				
Benefits Included with Salary	**$20,556**	**$32,148**	**$35,176**	**$40,000**	**$50,000**
15 Days Annual Leave (1 to 10 Years of Service)[2]	$1,185.92	$1,854.69	$2,029.36	$2,307.69	$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	$790.62	$1,236.46	$1,352.91	$1,538.46	$1,923.08
12 Holidays	$948.74	$1,483.75	$1,623.49	$1,846.15	$2,307.69
Totals	$2,925.28	$4,574.90	$5,005.76	$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	**$18,021.60**	**$23,285.05**	**$24,659.77**	**$26,850.30**	**$31,390.89**
Total Benefits as a Percent of Salary	**87.7%**	**72.4%**	**70.1%**	**67.1%**	**62.8%**

[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.