

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

	Benefit Levels		Annual Salary Levels				
	Percentage	Monthly \$ Amount	Minimum	Median	Average	\$40,000	\$50,000
Benefits in Addition to Salary							
Retirement	19.45%		\$3,998.14	\$6,252.79	\$6,849.22	\$7,780.00	\$9,725.00
Social Security							
OASDI	6.20%		\$1,274.47	\$1,993.18	\$2,183.30	\$2,480.00	\$3,100.00
Medicare	1.45%		\$298.06	\$466.15	\$510.61	\$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	4.24%		\$871.57	\$1,363.08	\$1,493.09	\$1,696.00	\$2,120.00
Life Insurance	0.32%		\$64.75	\$101.27	\$110.93	\$126.00	\$157.50
Long Term Disability	0.475%		\$97.64	\$152.70	\$167.27	\$190.00	\$237.50
Worker's Comp & Unemployment	1.74%		\$357.67	\$559.38	\$612.73	\$696.00	\$870.00
Totals	33.87%	\$746.00	\$15,914.30	\$19,840.55	\$20,879.15	\$22,500.00	\$25,887.00

Percentage Amount of Benefits in Addition to Salary

For example, 59.3% is added to a salary of \$35,214.

	77.4%	61.7%	59.3%	56.3%	51.8%
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	Annual Salary Levels				
	\$20,556	\$32,148	\$35,214	\$40,000	\$50,000
Benefits Included with Salary					
15 Days Annual Leave (1 to 10 Years of Service) ²	\$1,185.92	\$1,854.69	\$2,031.60	\$2,307.69	\$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	\$790.62	\$1,236.46	\$1,354.40	\$1,538.46	\$1,923.08
12 Holidays	\$948.74	\$1,483.75	\$1,625.28	\$1,846.15	\$2,307.69
Totals	\$2,925.28	\$4,574.90	\$5,011.28	\$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

Total Benefits as a Percent of Salary

	\$18,839.58	\$24,415.45	\$25,890.43	\$28,192.30	\$33,002.39
	91.7%	75.9%	73.5%	70.5%	66.0%

¹Retiree Medical Insurance State Contribution

²Annual 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.