

FRINGE BENEFITS

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	FY 2013 REQUEST	GOVERNOR RECOMMENDS FY 2013
OASDHI Contributions	\$ 145,568,064	\$ 144,772,250	\$ 144,772,250	\$ 148,668,850
Missouri State Employees' Retirement System	258,399,236	259,860,090	259,860,090	272,276,447
Teacher Retirement Contributions	3,641,498	3,540,560	3,540,560	3,540,560
Unemployment Benefits	5,500,350	4,006,109	4,006,109	4,004,889
Missouri Consolidated Health Care Plan	408,462,625	376,042,385	375,896,845	375,774,640
Workers' Compensation	32,651,001	25,287,503	25,287,503	25,284,723
Other Employer Disbursements	<u>3,958,846</u>	<u>862,002</u>	<u>862,002</u>	<u>862,002</u>
TOTAL	\$ 858,181,620	\$ 814,370,899	\$ 814,225,359	\$ 830,412,111
General Revenue Fund	529,519,698	494,438,215	494,438,215	496,403,471
Federal Funds	178,025,523	175,358,959	175,358,959	179,033,930
Other Funds	150,636,399	144,573,725	144,428,185	154,974,710

DEPARTMENT SUMMARY

The Fiscal Year 2013 budget provides \$830.4 million for employee retirement, healthcare, and other benefits.

**FRINGE BENEFITS
OASDHI CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
OASDHI Contributions	\$ 139,047,241	\$ 137,383,250	\$ 141,211,850
Highway Patrol OASDHI Contributions	6,520,823	7,389,000	7,457,000
TOTAL	\$ 145,568,064	\$ 144,772,250	\$ 148,668,850
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	71,582,360	69,623,000	71,342,000
Federal Funds	26,923,616	26,693,791	27,121,389
Other Funds	47,062,088	48,455,459	50,205,461

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 2013 Governor's Recommendations

- \$1,616,000 for new staff statewide, including \$456,000 general revenue.
- \$1,443,000 for increased social security benefit costs due to pay plan, including \$626,000 general revenue.
- \$875,952 to reflect adjustments in the actual Fiscal Year 2012 expenditure level, including \$650,770 general revenue.
- (\$34,432) transferred to the Department of Social Services for associated fringe savings to contract for a foster/adoptive home pilot project, including (\$13,770) general revenue.
- (\$3,920) federal and other funds core reduction from the Fiscal Year 2012 appropriation level.

**FRINGE BENEFITS
MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
Missouri State Employees' Retirement System Contribution	\$ 258,399,236	\$ 259,860,090	\$ 272,276,447
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	164,136,148	162,477,000	166,927,000
Federal Funds	53,526,290	55,530,932	58,424,367
Other Funds	40,736,798	41,852,158	46,925,080

The State of Missouri provides a retirement program for employees through a combination of employer and employee contributions to the Missouri State Employees' Retirement System. The state's contribution includes a payment per month to the applicable Missouri state employees' benefit plan and a payment of long-term disability premiums.

Fiscal Year 2013 Governor's Recommendations

- \$8,096,000 for actuarially recommended retirement benefit contribution rate increase, including \$4,142,000 general revenue.
- \$3,238,000 for new staff statewide, including \$925,000 general revenue.
- \$2,413,000 for increased retirement benefit costs due to pay plan, including \$1,276,000 general revenue.
- \$621,756 Missouri Veterans' Homes Fund for retirement benefit costs associated with veterans homes operations.
- (\$1,883,175) core reduction from the Fiscal Year 2012 appropriation level, including (\$1,865,316) general revenue.
- (\$69,224) transferred to the Department of Social Services for associated fringe savings to contract for a foster/adoptive home pilot project, including (\$27,684) general revenue.

**FRINGE BENEFITS
TEACHER RETIREMENT CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
Teacher Retirement Contributions	\$ 3,641,498	\$ 3,540,560	\$ 3,540,560
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	3,245,892	2,400,000	2,400,000
Federal Funds	370,425	1,070,000	1,070,000
Other Funds	25,181	70,560	70,560

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, Department of Mental Health, Department of Social Services, and Department of Corrections employ certified teachers who remain members of the PSRS.

Fiscal Year 2013 Governor's Recommendations

Continue funding at the current level.

**FRINGE BENEFITS
DISBURSEMENT FOR UNEMPLOYMENT BENEFITS**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
Unemployment Benefits	\$ 5,472,814	\$ 3,836,167	\$ 3,834,947
Highway Patrol Unemployment Benefits	<u>27,536</u>	<u>169,942</u>	<u>169,942</u>
TOTAL	\$ 5,500,350	\$ 4,006,109	\$ 4,004,889
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	2,765,703	1,641,878	1,641,390
Federal Funds	1,012,071	571,457	570,725
Other Funds	1,722,576	1,792,774	1,792,774

The State of Missouri pays required contributions 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 2013 Governor's Recommendations

- (\$1,220) transferred to the Department of Social Services for associated fringe savings to contract for a foster/adoptive home pilot project, including (\$488) general revenue.

**FRINGE BENEFITS
MISSOURI CONSOLIDATED HEALTH CARE PLAN**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
Missouri Consolidated Health Care Plan Contributions	\$ 408,145,865	\$ 375,896,845	\$ 375,774,640
COBRA Reimbursement	316,760	145,540	0
TOTAL	\$ 408,462,625	\$ 376,042,385	\$ 375,774,640
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	256,316,264	233,868,832	229,668,356
Federal Funds	96,193,121	91,492,779	91,847,449
Other Funds	55,953,240	50,680,774	54,258,835

The Missouri Consolidated Health Care Plan administers health care benefits for most state employees and retirees. Municipalities and other public entities are allowed to 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 2013 Governor's Recommendations

- \$4,892,000 for new staff statewide, including \$734,000 general revenue.
- (\$5,040,876) core reduction from the Fiscal Year 2012 appropriation level, including (\$4,886,937) general revenue.
- (\$118,869) transferred to the Department of Social Services for associated fringe savings to contract for a foster/adoptive home pilot project, including (\$47,539) general revenue.

**FRINGE BENEFITS
WORKERS' COMPENSATION**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
Workers' Compensation	\$ 31,336,014	\$ 23,762,503	\$ 23,759,723
Workers' Compensation/Second Injury Fund Tax	1,314,987	1,525,000	1,525,000
TOTAL	\$ 32,651,001	\$ 25,287,503	\$ 25,284,723
EXPENSE AND EQUIPMENT			
General Revenue Fund	21,077,160	15,938,100	15,938,100
Other Funds	783,318	500,000	500,000
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	10,396,171	8,489,403	8,486,623
Other Funds	394,352	360,000	360,000
TOTAL			
General Revenue Fund	31,473,331	24,427,503	24,424,723
Other Funds	1,177,670	860,000	860,000

In accordance with Chapter 287, RSMo, the State of Missouri is responsible for payment of 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 Insurance, Financial Institutions and Professional Registration and the Division of Workers' Compensation.

Fiscal Year 2013 Governor's Recommendations

- (\$2,780) transferred to the Department of Social Services for associated fringe savings to contract for a foster/adoptive home pilot project.

**FRINGE BENEFITS
OTHER EMPLOYER DISBURSEMENTS**

FINANCIAL SUMMARY

	FY 2011 EXPENDITURE	FY 2012 APPROPRIATION	GOVERNOR RECOMMENDS FY 2013
Voluntary Life Insurance	\$ 3,958,846	\$ 862,000	\$ 862,000
Cafeteria Plan Transfer	0	1	1
HR Contingency Transfer	0	1	1
TOTAL	\$ 3,958,846	\$ 862,002	\$ 862,002
PERSONAL SERVICE			
General Revenue Fund	0	2	2
Other Funds	3,958,846	862,000	862,000

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 2013 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 2013 Governor's Recommendations

Continue funding at the current level.

HUMAN RESOURCES CONTINGENCY FUND TRANSFER

This transfer section ensures that payroll checks can be timely generated for payment against accounts with temporary allotment or fund cash flow problems.

Fiscal Year 2013 Governor's Recommendations

Continue funding at the current level.