

FRINGE BENEFITS

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	FY 2014 REQUEST	GOVERNOR RECOMMENDS FY 2014
OASDHI Contributions	\$ 141,947,519	\$ 149,500,763	\$ 149,523,402	\$ 152,065,636
Missouri State Employees' Retirement System	256,334,670	273,634,697	273,630,193	324,120,659
Teacher Retirement Contributions	3,015,618	3,540,560	2,982,100	2,982,100
Unemployment Benefits	4,836,235	4,004,889	4,002,221	3,997,838
Missouri Consolidated Health Care Plan	373,510,499	371,405,359	398,996,132	370,058,638
Workers' Compensation	28,798,675	25,284,723	25,269,271	29,763,551
Other Employer Disbursements	<u>3,894,213</u>	<u>862,002</u>	<u>3,936,001</u>	<u>3,936,001</u>
TOTAL	\$ 812,337,429	\$ 828,232,993	\$ 858,339,320	\$ 886,924,423
General Revenue Fund	486,931,441	492,059,783	508,924,692	525,149,983
Federal Funds	180,163,035	179,160,497	185,196,141	190,272,309
Other Funds	145,242,953	157,012,713	164,218,487	171,502,131

DEPARTMENT SUMMARY

The Fiscal Year 2014 budget provides \$886.9 million for employee retirement, healthcare, and other benefits.

**FRINGE BENEFITS
OASDHI CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
OASDHI Contributions	\$ 135,404,010	\$ 142,043,763	\$ 144,411,679
Highway Patrol OASDHI Contributions	6,543,509	7,457,000	7,653,957
TOTAL	\$ 141,947,519	\$ 149,500,763	\$ 152,065,636
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	68,536,546	71,442,608	72,562,702
Federal Funds	28,123,002	27,264,578	27,848,392
Other Funds	45,287,971	50,793,577	51,654,542

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 2014 Governor's Recommendations

- \$1,628,000 for increased social security benefit costs due to pay plan, including \$722,000 general revenue.
- \$1,052,000 for new staff statewide, including \$460,000 general revenue.
- \$118,783 for the final pay period of the Fiscal Year 2013 approved pay plan, including \$54,549 general revenue.
- \$11,100 transferred from Real Estate for human resource consolidation.
- (\$137,766) transferred to the Department of Social Services for fringe savings from staff reductions due to modernization of its eligibility and enrollment system, including (\$31,411) general revenue.
- (\$96,144) transferred to the Department of Mental Health for fringe savings from staff reductions due to consumers with developmental disabilities who have moved from habilitation centers to the community.
- (\$11,100) State Facility Maintenance and Operation Fund core reduction from the Fiscal Year 2013 appropriation level.

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

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
Missouri State Employees' Retirement System Contribution TOTAL	\$ 256,334,670	\$ 273,634,697	\$ 324,120,659
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	158,160,836	167,169,699	194,001,656
Federal Funds	56,676,800	58,709,400	71,066,258
Other Funds	41,497,034	47,755,598	59,052,745

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 2014 Governor's Recommendations

- \$45,566,000 for the actuarially recommended retirement benefit contribution rate increase, including \$24,323,000 general revenue.
- \$3,279,000 for increased retirement benefit costs due to pay plan, including \$1,729,000 general revenue.
- \$1,968,000 for new staff statewide, including \$927,000 general revenue.
- \$202,991 for the final pay period of the Fiscal Year 2013 approved pay plan, including \$110,034 general revenue.
- \$23,955 transferred from Real Estate for human resource consolidation.
- (\$322,534) transferred to the Department of Social Services for fringe savings from staff reductions due to modernization of its eligibility and enrollment system, including (\$73,537) general revenue.
- (\$207,495) transferred to the Department of Mental Health for fringe savings from staff reductions due to consumers with developmental disabilities who have moved from habilitation centers to the community.
- (\$23,955) State Facility Maintenance and Operation Fund core reduction from the Fiscal Year 2013 appropriation level.

**FRINGE BENEFITS
TEACHER RETIREMENT CONTRIBUTIONS**

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
Teacher Retirement Contributions TOTAL	\$ 3,015,618	\$ 3,540,560	\$ 2,982,100
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	2,855,968	2,400,000	2,400,000
Federal Funds	158,508	1,070,000	550,000
Other Funds	1,142	70,560	32,100

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 2014 Governor's Recommendations

- (\$558,460) federal and other funds core reduction from the Fiscal Year 2013 appropriation level.

**FRINGE BENEFITS
DISBURSEMENT FOR UNEMPLOYMENT BENEFITS**

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
Unemployment Benefits	\$ 4,806,574	\$ 3,834,947	\$ 3,827,896
Highway Patrol Unemployment Benefits	29,661	169,942	169,942
TOTAL	\$ 4,836,235	\$ 4,004,889	\$ 3,997,838
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	2,408,660	1,641,390	1,637,723
Federal Funds	927,591	570,725	567,341
Other Funds	1,499,984	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 2014 Governor's Recommendations

- \$348 transferred from Real Estate for human resource consolidation.
- (\$4,383) transferred to the Department of Social Services for fringe savings from staff reductions due to modernization of its eligibility and enrollment system, including (\$999) general revenue.
- (\$3,016) transferred to the Department of Mental Health for fringe savings from staff reductions due to consumers with developmental disabilities who have moved from habilitation centers to the community.

**FRINGE BENEFITS
MISSOURI CONSOLIDATED HEALTH CARE PLAN**

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
Missouri Consolidated Health Care Plan Contributions	\$ 373,469,780	\$ 371,405,359	\$ 370,058,638
COBRA Reimbursement	40,719	0	0
TOTAL	\$ 373,510,499	\$ 371,405,359	\$ 370,058,638
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	227,136,303	224,981,361	225,608,350
Federal Funds	94,277,134	91,545,794	90,240,318
Other Funds	52,097,062	54,878,204	54,209,970

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 2014 Governor's Recommendations

- \$1,426,792 for new staff statewide, including \$1,017,000 general revenue.
- \$37,173 transferred from Real Estate for human resource consolidation.
- (\$2,027,316) federal and other funds core reduction from the Fiscal Year 2013 appropriation level.
- (\$461,382) transferred to the Department of Social Services for fringe savings from staff reductions due to modernization of its eligibility and enrollment system, including (\$105,196) general revenue.
- (\$321,988) transferred to the Department of Mental Health for fringe savings from staff reductions due to consumers with developmental disabilities who have moved from habilitation centers to the community.

**FRINGE BENEFITS
WORKERS' COMPENSATION**

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
Workers' Compensation	\$ 27,680,065	\$ 23,759,723	\$ 28,238,551
Workers' Compensation/Second Injury Fund Tax	1,118,610	1,525,000	1,525,000
TOTAL	\$ 28,798,675	\$ 25,284,723	\$ 29,763,551
EXPENSE AND EQUIPMENT			
General Revenue Fund	18,363,673	15,938,100	15,938,100
Other Funds	667,231	500,000	500,000
PROGRAM SPECIFIC DISTRIBUTION			
General Revenue Fund	9,469,455	8,486,623	12,965,451
Other Funds	298,316	360,000	360,000
TOTAL			
General Revenue Fund	27,833,128	24,424,723	28,903,551
Other Funds	965,547	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 2014 Governor's Recommendations

- \$4,500,000 increase to anticipated spending level.
- \$2,017 transferred from Real Estate for human resource consolidation.
- (\$17,469) transferred to the Department of Mental Health for fringe savings from staff reductions due to consumers with developmental disabilities who have moved from habilitation centers to the community.
- (\$5,720) transferred to the Department of Social Services for fringe savings from staff reductions due to modernization of its eligibility and enrollment system.

**FRINGE BENEFITS
OTHER EMPLOYER DISBURSEMENTS**

FINANCIAL SUMMARY

	FY 2012 EXPENDITURE	FY 2013 APPROPRIATION	GOVERNOR RECOMMENDS FY 2014
Voluntary Life Insurance	\$ 3,894,213	\$ 862,000	\$ 3,900,000
Cafeteria Plan Transfer	0	1	1
HR Contingency Transfer	0	1	36,000
TOTAL	\$ 3,894,213	\$ 862,002	\$ 3,936,001
PERSONAL SERVICE			
General Revenue Fund	0	2	36,001
Other Funds	3,894,213	862,000	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 2014 Governor's Recommendations

- \$3,038,000 Missouri State Employees' Voluntary Life Insurance Fund to increase to anticipated spending 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 2014 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 2014 Governor's Recommendations

- \$35,999 to increase to anticipated spending level.