updated 1/11/2016

Division of Personnel

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

	Benefit Levels		Annual Salary Levels			
			Minimum	Average		
			$20,148	**$34,395**	**$40,000**	**$50,000**
Benefits in Addition to Salary	**Percentage**	**Monthly $ Amount**				
Retirement	16.97%		$3,419.12	$5,836.82	$6,788.00	$8,485.00
Social Security						
OASDI	6.20%		$1,249.18	$2,132.49	$2,480.00	$3,100.00
Medicare	1.45%		$292.15	$498.73	$580.00	$725.00
Health Insurance		$720.00	$8,640.00	$8,640.00	$8,640.00	$8,640.00
Retiree Health[1]	3.88%		$781.74	$1,334.52	$1,552.00	$1,940.00
Life Insurance	0.32%		$64.47	$110.06	$128.00	$160.00
Long Term Disability	0.475%		$95.70	$163.38	$190.00	$237.50
Worker's Comp & Unemployment	1.74%		$350.58	$598.47	$696.00	$870.00
Totals	31.04%	$720.00	$14,892.94	$19,314.47	$21,054.00	$24,157.50
Percentage Amount of Benefits in Addition to Salary			**73.9%**	**56.2%**	**52.6%**	**48.3%**

For example, 56.2% is added to a salary of $34,395.

	Annual Salary Levels			
Benefits Included with Salary	**$20,148**	**$34,395**	**$40,000**	**$50,000**
15 Days Annual Leave (1 to 10 Years of Service)[2]	$1,162.38	$1,984.32	$2,307.69	$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	$774.92	$1,322.88	$1,538.46	$1,923.08
12 Holidays	$929.91	$1,587.46	$1,846.15	$2,307.69
Totals	$2,867.21	$4,894.66	$5,692.30	$7,115.39
Percentage Amount of Benefits Included with Salary	**14.2%**	**14.2%**	**14.2%**	**14.2%**
Dollar Value of Total Benefits	**$17,760.15**	**$24,209.13**	**$26,746.30**	**$31,272.89**
Total Benefits as a Percent of Salary	**88.1%**	**70.4%**	**66.9%**	**62.5%**

[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.