

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	20.21%		\$4,154.37	\$6,497.11	\$7,119.98	\$8,084.00	\$10,105.00
Social Security							
OASDI	6.20%		\$1,274.47	\$1,993.18	\$2,184.26	\$2,480.00	\$3,100.00
Medicare	1.45%		\$298.06	\$466.15	\$510.84	\$580.00	\$725.00
Health Insurance		\$872.00	\$10,464.00	\$10,464.00	\$10,464.00	\$10,464.00	\$10,464.00
Retiree Health ¹	4.99%		\$1,025.74	\$1,604.19	\$1,757.98	\$1,996.00	\$2,495.00
Life Insurance	0.32%		\$64.75	\$101.27	\$110.97	\$126.00	\$157.50
Long Term Disability	0.475%		\$97.64	\$152.70	\$167.34	\$190.00	\$237.50
Worker's Comp & Unemployment	1.74%		\$357.67	\$559.38	\$613.00	\$696.00	\$870.00
Totals	35.38%	\$872.00	\$17,736.70	\$21,837.98	\$22,928.37	\$24,616.00	\$28,154.00

Percentage Amount of Benefits in Addition to Salary

For example, 65.1% is added to a salary of \$35,230.

	86.3%	67.9%	65.1%	61.5%	56.3%
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	Annual Salary Levels				
	\$20,556	\$32,148	\$35,230	\$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	\$2,032.50	\$2,307.69	\$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	\$790.62	\$1,236.46	\$1,355.00	\$1,538.46	\$1,923.08
12 Holidays	\$948.74	\$1,483.75	\$1,626.00	\$1,846.15	\$2,307.69
Totals	\$2,925.28	\$4,574.90	\$5,013.50	\$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

	\$20,661.98	\$26,412.88	\$27,941.87	\$30,308.30	\$35,269.39
	100.5%	82.2%	79.3%	75.8%	70.5%

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.