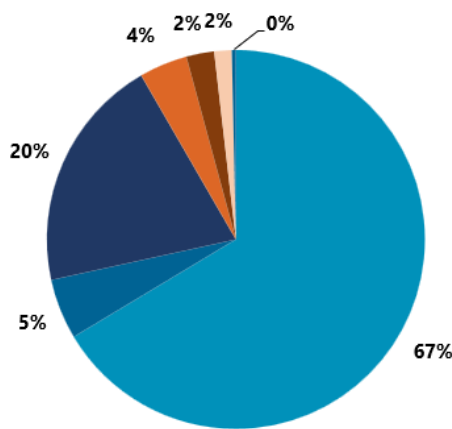


The Benefits of Working for MOSERS

Base salary is just one part of the total compensation we offer to new employees. MOSERS' contributions to your health insurance, defined benefit pension, life & long-term disability insurance means more of your salary stays in your pocket. Our generous benefits package also includes 3 weeks of paid vacation and 3 weeks of sick time plus 13 holidays.

How valuable is our benefits package? As an example, an employee making \$175,000 will have an additional **\$89,011** in benefits paid on their behalf **for a total compensation package of \$264,019**. See the graph below for a breakdown of our contributions and continue reading for more details on our total benefit package.

Annual State Investment in Pay & Benefits



Total Compensation	
Your Annual Pay:	Annual Investment in Your Pay & Benefits:
\$175,008	\$264,019

- Salary
- Medical Insurance
- Pension* (30.25%)
- Social Security** (6.2%)
- Retiree Medical Insurance (3.60%)
- Other (LTD, Basic Life, Retiree Basic Life, Medicare)
- MO DC Match

Health Insurance

MOSERS contributes \$1,178 per month toward your health insurance premium. The chart below shows the premiums for our three different plans. The HSA plan also includes contributions to your HSA account. [Click here to view all plan and premium options.](#) Dental and vision plans are also available.

LEVEL OF COVERAGE	HSA PLAN		PPO 1250 PLAN		PPO 750 PLAN	
	Partnership Premium	Standard Premium	Partnership Premium	Standard Premium	Partnership Premium	Standard Premium
Employee only	\$0	\$25	\$42	\$67	\$72	\$97
Employee and spouse	77	102	244	269	324	349
Employee and child	13	38	70	95	114	139
Employee and children	19	44	90	115	145	170
Employee, spouse and child	90	115	272	297	365	390
Employee, spouse and children	96	121	292	317	397	422

The premium listed for "employee and spouse" and "employee, spouse and child(ren)" assumes that both the employee and the spouse are in the Tobacco-Free Incentive. If only one is in the Tobacco-Free Incentive, \$40 will be added to the listed premium.

MOSERS Retirement

We not only provide retirement benefits to our members, but our employees are also members of our plan as well. New MOSERS employees contribute 4% **and MOSERS Contributes 30.25%** of pay towards their [defined benefit retirement](#). As a member of a defined benefit retirement plan, you are guaranteed a monthly payment for life in retirement once you meet age and service requirements (5 year minimum). Our plan also allows you to designate your spouse to receive a lifetime of benefits after your death. To calculate your monthly retirement benefit we use a three-part formula.

Highest 36 Months of Pay x Multiplier (0.017) x Length Service in Years = Monthly Payment

Examples of potential monthly retirement benefits.

20 Years of Service*

Highest Salary	Lifetime Monthly Payment
\$175,000 per year	\$4,958 + annual COLA
\$185,000 per year	\$5,242 + annual COLA
\$195,000 per year	\$5,525 + annual COLA

7 years of service*

Highest Salary	Lifetime Monthly Payment
\$175,000 per year	\$1,735 + annual COLA
\$185,000 per year	\$1,835 + annual COLA
\$195,000 per year	\$1,934 + annual COLA

*Based on Life Income Annuity benefit payment option

As you can see, whether you work most of your career with the State of Missouri or just stay for a while, you can receive years of valuable guaranteed payments.

To put the value of our retirement benefit in perspective, to fund the equivalent monthly retirement payments shown above, the chart below shows the lump sum retirement account balance you would need to have to fund the same monthly benefit in retirement. The chart also shows the monthly contribution you would need to make to a retirement account to achieve that lump sum.

Monthly Payment for 30 years	Lump Sum Needed at Retirement	Monthly Contribution Required
\$4,958 + annual COLA	\$1,509,771	\$3,268
\$5,242 + annual COLA	\$1,596,044	\$3,454
\$5,525 + annual COLA	\$1,682,316	\$3,641

*Assumes a 20 year career, 6% return while employed and a 3% return, 2% COLA and 30 Years in Retirement

Paid Time Off

Our team starts out earning 3 weeks of vacation and 3 weeks of sick leave per year. Vacation accruals go up after 10 and 15 years of service. In addition, MOSERS recognizes 13 paid holidays per year, three of which are “optional” meaning you can choose to work and use the holiday at a later date.

Life Insurance

MOSERS pays for 1 times your annual salary in term life insurance. You have the option to [purchase up to 6 times your annual salary](#).

Long-Term Disability Insurance

Long-Term Disability is provided at no cost to you. This benefit may replace up to 60% of your pre-disability income while you continue to accrue service toward your future retirement benefit.

Deferred Compensation

If you contribute at least \$25 a month to your MO Deferred Comp 457 account, MOSERS will match your contributions dollar-for-dollar up to a maximum of \$75 each month. The 457 defined contribution retirement plan is administered by MOSERS. MO Deferred Comp provides access to a simplified, [low-cost](#), professionally managed investment lineup. You can easily roll-over and consolidate retirement savings plans from previous employers. You can withdraw your 457 savings at any age after you leave employment penalty free.

Cafeteria Plan

The [Missouri State Employees' Cafeteria Plan](#) allows you to pay for health, dental, and vision insurance premiums and qualified voluntary products with pre-tax dollars. You can also pay for dependent care and out-of-pocket medical costs with pre-tax dollars.

SELF

The [Strive Employee Life & Family \(SELF\)](#) program, previously called the Employee Assistance Program (EAP), is available to you and members of your household. You can use it to help prevent minor difficulties from developing into major problems. This benefit is available at no cost to you.

PROFESSIONAL DEVELOPMENT & CONTINUING EDUCATION

MOSERS is committed to supporting employee growth by funding professional certifications as well as offering a tuition reimbursement program.