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Letter of Transmittal

March 29, 2004

The Honorable Bob Holden  
Governor, State of Missouri

The General Assembly of Missouri

Dear Governor Holden and Members of the General Assembly:

Pursuant to the requirements of 104.404 RSMo, the Office of Administration, the Missouri Consolidated Health Care Plan and the Missouri State Employees Retirement System respectfully submit a combined report on retirees under the incentive plan. We hope the information contained in this report is helpful to the members of the General Assembly when considering future legislation of this nature.

The total number of employees who retired and elected the medical benefit was 1,595. Of this number, 1,430 positions were reported to the Office of Administration by the state executive branch agencies. Of the 1,430 reported positions, 563 positions were cut from core budgets and 867 positions were approved for refill under the rule adopted by the Office of Administration (1CSR 10-18.010). The 563 positions cut from core budgets resulted in salary savings of \$10.9 million general revenue, and savings of \$4.4 million GR in fringe benefits.

The Missouri Consolidated Health Care plan has estimated the cost to the state of additional medical premiums for retirees at \$5.6 million, \$3.7 million of which is General Revenue.

The Missouri State Employees Retirement System has estimated that the incentive increased the system's present value of future benefits by \$13.5 million, with the amortization payment on that increase for FY 2005 being approximately \$900,000 (\$585,500 of which is General Revenue).

The total net savings achieved from the Retirement Incentive plan is \$19.1 million, of which \$11.05 million is General Revenue.

Sincerely,

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Jacquelyn D. White  
Commissioner of Administration

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Ron Meyer  
Executive Director, Missouri Consolidated Health Care Plan

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Gary Findlay  
Executive Director, Missouri State Employees Retirement System



**OFFICE OF ADMINISTRATION**

**MISSOURI CONSOLIDATED HEALTH CARE PLAN**

**MISSOURI STATE EMPLOYEES RETIREMENT SYSTEM**

**Report on Retirees Under the Incentive Plan**

**March 29, 2004**



**OFFICE OF ADMINISTRATION**  
**Report on Retirees Under the Incentive Plan**  
 March 29, 2004

**1. Number of Retirees as a Result of the Retirement Incentive Plan = 1,595**

*Please see Exhibits #1 & #2*

Estimated 1,911 retirees (3,821 eligible retirees at 50% utilization)

- Actual 1,595 retirees represents 42% utilization
- Number of Retirees as a Result of the Retirement Incentive Plan in Agencies Reporting to OA = 1,430

**2. Estimated Savings as a Result of the Incentive (Core Cut) = 563 Positions**

*Please see Exhibit #3 and #4 for Details by Agency and by Fiscal Year*

Salary Savings (Payroll GR Reduction)	# Positions	General Revenue
Fiscal Years 2004 or 2005	563	\$10,884,675

*Some retiree positions were cut from core budgets in FY 2004.*

Total Savings (Financial Effect on Budget)				
	GR	Federal	Other	Total
Salaries (FY 2004 or FY 2005)	\$10,884,675	\$4,033,211	\$3,316,400	\$18,234,286
Benefits (40.47%)	\$4,405,028	\$1,632,240	\$1,342,147	\$7,379,415
Less: Retiree Medical Premiums (FY 2005)	-\$3,653,759	-\$1,171,778	-\$790,836	-\$5,616,373
Less: Increased Retirement Contributions (FY 2005)	-\$585,500	-\$187,772	-\$126,728	-\$900,000
<b>Total Savings</b>	<b>\$11,050,444</b>	<b>\$4,305,901</b>	<b>\$3,740,983</b>	<b>\$19,097,328</b>

**3. Positions Reported to OA and Approved for Refill = 867 Positions**

*Please see Exhibit #5 and summary information on page 2.*

**Positions Reported to OA and Approved for Refill (continued)**

<b>Positions Approved for Refill</b>	<b># Positions</b>
Critical Positions Under Rule	470
100% Federally Funded Positions	152
Parks, Soil and Conservation Positions	30
Positions Transferred to MoDOT	1
25% Exceptions	214
<b>Total Positions Approved for Refill</b>	<b>867</b>

**All Positions**

<b>Position Summary</b>	<b>Total Positions</b>
Positions Core Cut (Savings)	563
Positions Approved for Refill	+867
<b>Total Positions Reported to OA</b>	<b>1,430</b>
Other Agency Positions*	+165
<b>Total Retiree Positions</b>	<b>1,595</b>

\*Other Agency Positions Were Not Reported to OA:

Position savings and positions approved for refill do not include 165 positions of the Legislature, Judiciary, Public Defender and Elected Officials.

The Department of Transportation did not participate in the incentive program.

The Department of Conservation did not report retirees to OA.

**4. Number of Retirees Rehired Under the 1000 Hour Limitation = 233**

*Please see Exhibit #3*



OFFICE OF ADMINISTRATION



**Missouri Consolidated Health Care Plan**  
*Report on Retirees Under the Incentive Plan*

**Financial Effect on the Budget**  
**Costs of Retiree Medical Premiums Paid by the State for FY 2005**

<b>FY 2005</b>	<b>GR</b>	<b>Federal</b>	<b>Other</b>	<b>Total</b>
Retiree Medical Premiums	(\$3,653,759)	(\$1,171,778)	(\$790,836)	(\$5,616,373)



OFFICE OF ADMINISTRATION



**Missouri State Employees Retirement System**  
*Report on Retirees Under the Incentive Plan*

**Financial Effect on the Budget**  
**Costs of Increased Retiree Contributions FY 2005**

<b>FY 2005</b>	<b>GR</b>	<b>Federal</b>	<b>Other</b>	<b>Total</b>
Retiree Medical Premiums	(\$585,500)	(\$187,772)	(\$126,728)	(\$900,000)

Continued on next page

**Missouri State Employees' Retirement System  
Supplemental Actuarial Valuation  
as of June 30, 2003**

**Present Provisions:** Active members of the Missouri State Employees' Retirement System are eligible for medical coverage (provided outside of the Retirement System) at a specified cost to the member. Upon retirement, if eligible for retiree medical coverage, the retired member cost is higher than what it was as an active member.

**Retirement Incentive Program:** Eligible members who retired between February 1, 2003 and September 1, 2003, may continue medical coverage as if they were active employees for a period of 5 years or upon attaining eligibility for Medicare if earlier. After such period, the cost for medical coverage will increase to the amount payable as a retiree.

**Actuarial Information:** The following illustrates the estimated increase in benefit value resulting from the Retirement Incentive Program.

	<b>Before Incentive Program</b>	<b>After Incentive Program</b>	<b>Increase</b>
Present Value of Future Benefits	\$6,662,291,406	\$6,675,791,406	<b>\$13,500,000</b>
<b>UAAL* Amortized Over 32 Years</b>	2.07%	2.12%	<b>0.05%</b>

*\* Unfunded Actuarial Accrued Liability*

**Comments:** The amount shown under the "Increase" column above represents the present value of all retirement benefits expected to be paid to those who retired under this program in excess of the present value of retirement benefits expected to be paid to this same group if the program did not occur. This difference is primarily the result of members electing to retire earlier and therefore, receiving retirement benefit payments over a longer period of time. The increase in retirements during the program may still be affecting MOSERS after January 31, 2004 (the end of the period of review in this report), but this should not result in additional unfunded liability to MOSERS. This report does not include any of the effects of staffing, payroll, or training costs associated with the earlier than expected retirements. Based on the annual payroll for the June 30, 2003 valuation projected forward two years (one year at 1.67% due to the State pay freeze and one year at 4%, the long term assumed annual rate of payroll growth), **the increase in total contribution would be \$0.9 million in the first year after the benefit change.**

## List of Exhibits In the Report

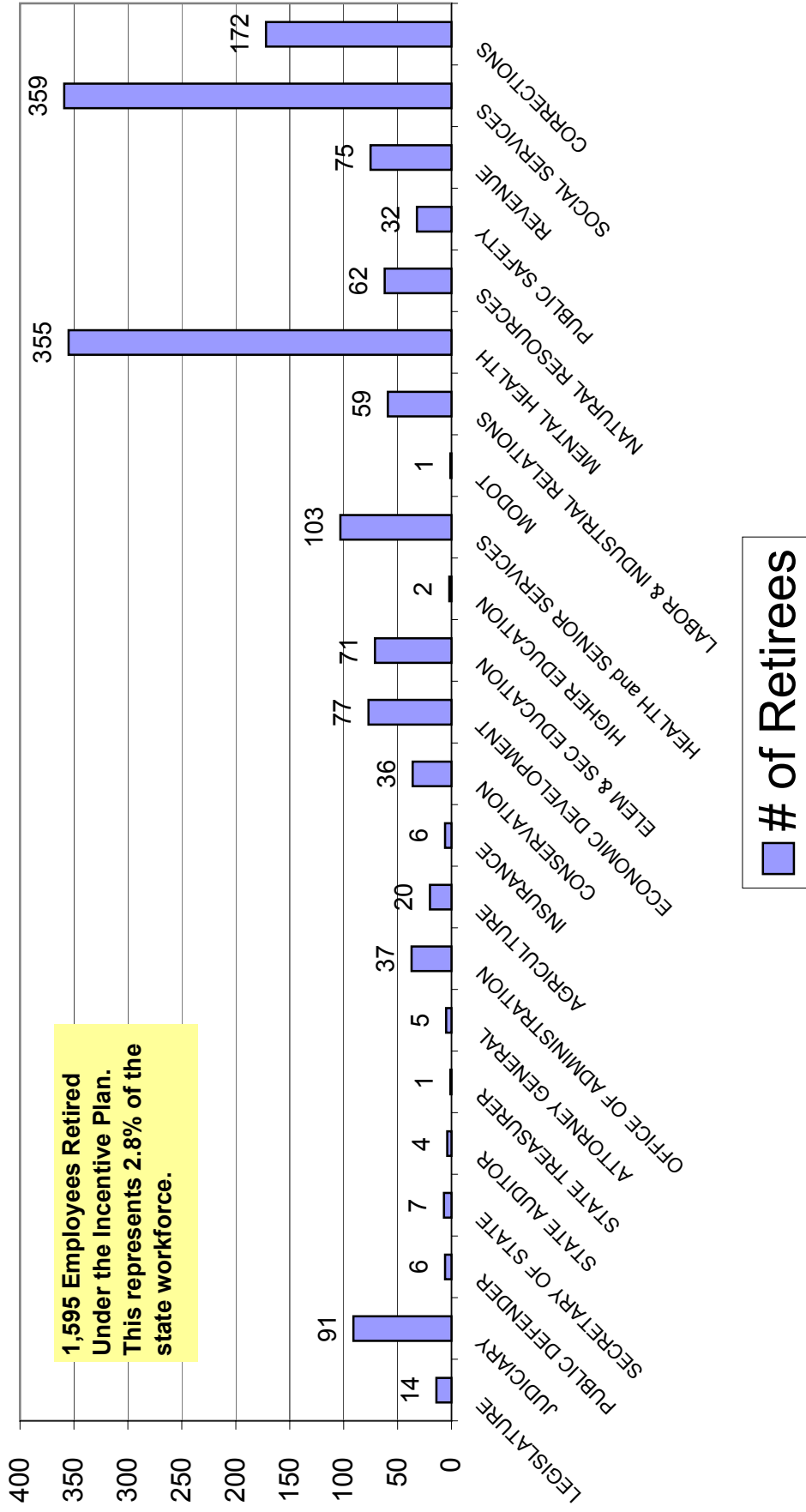
<b>Exhibit</b>	<b>Title</b>	<b>Page #</b>
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# Number of Retirees Under the Incentive Plan



**Percent of Retirees by Agency  
And  
Retirees as Percent of Each Agency's Workforce**

Exhibit #2

**PERCENTAGE OF RETIREES BY AGENCY**

Agency Code	Agency	# of Retirees	% of All Retirees
010	LEGISLATURE	14	0.9%
100	JUDICIARY	91	5.7%
151	PUBLIC DEFENDER	6	0.4%
231	SECRETARY OF STATE	7	0.4%
251	STATE AUDITOR	4	0.3%
272	STATE TREASURER	1	0.1%
282	ATTORNEY GENERAL	5	0.3%
300	OFFICE OF ADMINISTRATION	37	2.3%
350	AGRICULTURE	20	1.3%
375	INSURANCE	6	0.4%
400	CONSERVATION	36	2.3%
419	ECONOMIC DEVELOPMENT	77	4.8%
500	ELEM & SEC EDUCATION	71	4.5%
555	HIGHER EDUCATION	2	0.1%
580	HEALTH and SENIOR SERVICES	103	6.5%
605	MODOT	1	0.1%
625	LABOR & INDUSTRIAL RELATIONS	59	3.7%
650	MENTAL HEALTH	355	22.3%
780	NATURAL RESOURCES	62	3.9%
812	PUBLIC SAFETY	32	2.0%
860	REVENUE	75	4.7%
886	SOCIAL SERVICES	359	22.5%
931	CORRECTIONS	172	10.8%
<b>Grand Total</b>		<b>1,595</b>	<b>100.0%</b>

Offices of Governor and Lt. Governor had no retirees.

**RETIREES AS PERCENTAGE OF  
WORKFORCE**

Number of Employees	% of Agency Workforce
596	2.3%
3,316	2.7%
549	1.1%
250	2.8%
149	2.7%
51	2.0%
392	1.3%
858	4.3%
316	6.3%
213	2.8%
1,495	2.4%
1,347	5.7%
2,089	3.4%
73	2.7%
1,862	5.5%
6,300	0.0%
1,100	5.4%
8,606	4.1%
1,719	3.6%
4,300	0.7%
2,006	3.7%
8,297	4.3%
11,368	1.5%
<b>57,252</b>	<b>2.8%</b>

Total Employees listed as >= 50% FTE and Permanent, as of December 1, 2003

## Early Retirement Salary Reductions by Fiscal Year

House Bill	Fiscal Year 2004		Fiscal Year 2005		Total	
	Amount	FTE	Amount	FTE	Amount	FTE
<b>2</b>	<b><u>Elementary and Secondary Education</u></b>					
General Revenue	86,976	2.00	303,864	9.13	390,840	11.13
Federal Funds	0	0.00	0	0.00	0	0.00
Other Funds	0	0.00	25,512	1.00	25,512	1.00
Total	<u>86,976</u>	<u>2.00</u>	<u>329,376</u>	<u>10.13</u>	<u>416,352</u>	<u>12.13</u>
<b>3</b>	<b><u>Higher Education</u></b>					
General Revenue	0	0.00	0	0.00	0	0.00
Federal Funds	0	0.00	40,000	1.00	40,000	1.00
Other Funds	0	0.00	0	0.00	0	0.00
Total	<u>0</u>	<u>0.00</u>	<u>40,000</u>	<u>1.00</u>	<u>40,000</u>	<u>1.00</u>
<b>4</b>	<b><u>Revenue</u></b>					
General Revenue	77,964	2.00	469,458	17.18	547,422	19.18
Federal Funds	0	0.00	0	0.00	0	0.00
Other Funds	0	0.00	811,695	30.82	811,695	30.82
Total	<u>77,964</u>	<u>2.00</u>	<u>1,281,153</u>	<u>48.00</u>	<u>1,359,117</u>	<u>50.00</u>
<b>4</b>	<b><u>Transportation</u></b>					
General Revenue	0	0.00	0	0.00	0	0.00
Federal Funds	0	0.00	0	0.00	0	0.00
Other Funds	0	0.00	0	0.00	0	0.00
Total	<u>0</u>	<u>0.00</u>	<u>0</u>	<u>0.00</u>	<u>0</u>	<u>0.00</u>
<b>5</b>	<b><u>Office of Administration</u></b>					
General Revenue	207,363	4.00	262,518	6.50	469,881	10.50
Federal Funds	0	0.00	0	0.00	0	0.00
Other Funds	38,694	0.51	575,595	16.25	614,289	16.76
Total	<u>246,057</u>	<u>4.51</u>	<u>838,113</u>	<u>22.75</u>	<u>1,084,170</u>	<u>27.26</u>
<b>6</b>	<b><u>Agriculture</u></b>					
General Revenue	129,360	4.00	131,988	5.00	261,348	9.00
Federal Funds	0	0.00	0	0.00	0	0.00
Other Funds	0	0.00	36,012	1.00	36,012	1.00
Total	<u>129,360</u>	<u>4.00</u>	<u>168,000</u>	<u>6.00</u>	<u>297,360</u>	<u>10.00</u>
<b>6</b>	<b><u>Natural Resources</u></b>					
General Revenue	299,796	7.00	98,352	2.71	398,148	9.71
Federal Funds	0	0.00	187,952	4.71	187,952	4.71
Other Funds	24,228	1.00	337,960	8.58	362,188	9.58
Total	<u>324,024</u>	<u>8.00</u>	<u>624,264</u>	<u>16.00</u>	<u>948,288</u>	<u>24.00</u>

## Early Retirement Salary Reductions by Fiscal Year

House Bill	Fiscal Year 2004		Fiscal Year 2005		Total		
	Amount	FTE	Amount	FTE	Amount	FTE	
<b>6</b>	<b><u>Conservation</u></b>						
	General Revenue	0	0.00	0	0.00	0	0.00
	Federal Funds	0	0.00	0	0.00	0	0.00
	Other Funds	0	0.00	0	0.00	0	0.00
	Total	0	0.00	0	0.00	0	0.00
<b>7</b>	<b><u>Economic Development</u></b>						
	General Revenue	0	0.00	97,431	3.33	97,431	3.33
	Federal Funds	0	0.00	26,965	0.42	26,965	0.42
	Other Funds	0	0.00	407,862	11.24	407,862	11.24
	Total	0	0.00	532,258	14.99	532,258	14.99
<b>7</b>	<b><u>Insurance</u></b>						
	General Revenue	0	0.00	0	0.00	0	0.00
	Federal Funds	0	0.00	0	0.00	0	0.00
	Other Funds	0	0.00	201,036	4.00	201,036	4.00
	Total	0	0.00	201,036	4.00	201,036	4.00
<b>7</b>	<b><u>Labor and Industrial Relations</u></b>						
	General Revenue	0	0.00	0	0.00	0	0.00
	Federal Funds	0	0.00	359,076	10.00	359,076	10.00
	Other Funds	0	0.00	0	0.00	0	0.00
	Total	0	0.00	359,076	10.00	359,076	10.00
<b>8</b>	<b><u>Public Safety</u></b>						
	General Revenue	23,628	1.00	91,047	3.00	114,675	4.00
	Federal Funds	0	0.00	34,671	1.00	34,671	1.00
	Other Funds	0	0.00	86,118	4.00	86,118	4.00
	Total	23,628	1.00	211,836	8.00	235,464	9.00
<b>9</b>	<b><u>Corrections</u></b>						
	General Revenue	0	0.00	1,522,376	49.00	1,522,376	49.00
	Federal Funds	0	0.00	0	0.00	0	0.00
	Other Funds	0	0.00	486,220	15.00	486,220	15.00
	Total	0	0.00	2,008,596	64.00	2,008,596	64.00
<b>10</b>	<b><u>Mental Health</u></b>						
	General Revenue	1,020,230	26.69	4,173,611	137.65	5,193,841	164.34
	Federal Funds	103,906	2.81	53,867	1.75	157,773	4.56
	Other Funds	0	0.00	0	0.00	0	0.00
	Total	1,124,136	29.50	4,227,478	139.40	5,351,614	168.90

## Early Retirement Salary Reductions by Fiscal Year

House Bill	Fiscal Year 2004		Fiscal Year 2005		Total		
	Amount	FTE	Amount	FTE	Amount	FTE	
<b>10</b>	<b><u>Health</u></b>						
	General Revenue	0	0.00	659,597	20.86	659,597	20.86
	Federal Funds	0	0.00	314,508	9.22	314,508	9.22
	Other Funds	0	0.00	71,102	2.42	71,102	2.42
	Total	0	0.00	1,045,207	32.50	1,045,207	32.50
<b>11</b>	<b><u>Social Services</u></b>						
	General Revenue	162,055	3.05	1,067,061	31.56	1,229,116	34.61
	Federal Funds	209,038	3.95	2,703,228	84.19	2,912,266	88.14
	Other Funds	366	0.00	214,000	6.50	214,366	6.50
	Total	371,459	7.00	3,984,289	122.25	4,355,748	129.25
	<b><u>Total Operating Budget</u></b>						
	General Revenue	2,007,372	49.74	8,877,303	285.92	10,884,675	335.66
	Federal Funds	312,944	6.76	3,720,267	112.29	4,033,211	119.05
	Other Funds	63,288	1.51	3,253,112	100.81	3,316,400	102.32
	Total	2,383,604	58.01	15,850,682	499.02	18,234,286	557.03

**Cost and Impact Estimate of  
Retirees Under the Incentive Plan**

Exhibit #4

<b>AGENCY</b>	<b># of EMPLOY EES</b>	<b># of FTE</b>	<b>ANNUAL GR</b>	<b>ANNUAL FED</b>	<b>ANNUAL OTHER</b>	<b>ANNUAL TOTAL</b>
<b>OFFICE OF ADMINISTRATION</b>						
Savings	28	27	\$469,881	\$0	\$614,289	\$1,084,170
Approved for Refill	9	9	\$377,829	\$0	\$114,375	\$492,204
<b>Total Retirees</b>	<b>37</b>	<b>36</b>	<b>\$847,710</b>	<b>\$0</b>	<b>\$728,664</b>	<b>\$1,576,374</b>
<b>AGRICULTURE</b>						
Savings	10	10	\$261,348	\$0	\$36,012	\$297,360
Approved for Refill	10	10	\$238,256	\$76,347	\$58,033	\$372,636
<b>Total Retirees</b>	<b>20</b>	<b>20</b>	<b>\$499,604</b>	<b>\$76,347</b>	<b>\$94,045</b>	<b>\$669,996</b>
<b>INSURANCE</b>						
Savings	4	4	\$0	\$0	\$201,036	\$201,036
Approved for Refill	2	2	\$0	\$0	\$66,624	\$66,624
<b>Total Retirees</b>	<b>6</b>	<b>6</b>	<b>\$0</b>	<b>\$0</b>	<b>\$267,660</b>	<b>\$267,660</b>
<b>ECONOMIC DEVELOPMENT</b>						
Savings	15	15	\$97,431	\$26,965	\$407,862	\$532,258
Approved for Refill	62	62	\$201,871	\$1,905,457	\$165,804	\$2,273,132
<b>Total Retirees</b>	<b>77</b>	<b>77</b>	<b>\$299,302</b>	<b>\$1,932,422</b>	<b>\$573,666</b>	<b>\$2,805,390</b>
<b>ELEM &amp; SEC EDUCATION</b>						
Savings	13	12	\$390,840	\$0	\$25,512	\$416,352
Approved for Refill	58	50	\$777,338	\$1,006,758	\$2,356	\$1,786,452
<b>Total Retirees</b>	<b>71</b>	<b>62</b>	<b>\$1,168,177</b>	<b>\$1,006,758</b>	<b>\$27,868</b>	<b>\$2,202,804</b>
<b>HIGHER EDUCATION</b>						
Savings	1	1	\$0	\$40,000	\$0	\$40,000
Approved for Refill	1	1	\$25,145	\$5,059	\$0	\$30,204
<b>Total Retirees</b>	<b>2</b>	<b>2</b>	<b>\$25,145</b>	<b>\$45,059</b>	<b>\$0</b>	<b>\$70,204</b>
<b>HEALTH and SR SERVICES</b>						
Savings	33	33	\$659,597	\$314,508	\$71,102	\$1,045,207
Approved for Refill	70	70	\$1,552,682	\$1,160,880	\$32,301	\$2,745,863
<b>Total Retirees</b>	<b>103</b>	<b>102</b>	<b>\$2,212,279</b>	<b>\$1,475,388</b>	<b>\$103,403</b>	<b>\$3,791,070</b>
<b>LABOR &amp; INDUST RELATIONS</b>						
Savings	10	10	\$0	\$359,076	\$0	\$359,076
Approved for Refill	49	49	\$0	\$1,794,877	\$33,883	\$1,828,760
<b>Total Retirees</b>	<b>59</b>	<b>59</b>	<b>\$0</b>	<b>\$2,153,953</b>	<b>\$33,883</b>	<b>\$2,187,836</b>
<b>MENTAL HEALTH</b>						
Savings	170	169	\$5,193,841	\$157,773	\$0	\$5,351,614
Approved for Refill	185	181	\$5,719,586	\$606,303	\$0	\$6,325,889
<b>Total Retirees</b>	<b>355</b>	<b>350</b>	<b>\$10,913,427</b>	<b>\$764,077</b>	<b>\$0</b>	<b>\$11,677,503</b>
<b>NATURAL RESOURCES</b>						
Savings	24	24	\$398,148	\$187,952	\$362,188	\$948,288
Approved for Refill	38	38	\$35,231	\$122,154	\$1,214,645	\$1,372,030
<b>Total Retirees</b>	<b>62</b>	<b>62</b>	<b>\$433,379</b>	<b>\$310,106</b>	<b>\$1,576,832</b>	<b>\$2,320,318</b>
<b>PUBLIC SAFETY</b>						
Savings	9	9	\$114,675	\$34,671	\$86,118	\$235,464
Approved for Refill	23	23	\$382,678	\$90,987	\$215,831	\$689,497
<b>Total Retirees</b>	<b>32</b>	<b>32</b>	<b>\$497,354</b>	<b>\$125,658</b>	<b>\$301,949</b>	<b>\$924,961</b>
<b>REVENUE</b>						
Savings	51	50	\$547,422	\$0	\$811,695	\$1,359,117
Approved for Refill	24	24	\$367,972	\$0	\$371,084	\$739,056
<b>Total Retirees</b>	<b>75</b>	<b>74</b>	<b>\$915,393</b>	<b>\$0</b>	<b>\$1,182,780</b>	<b>\$2,098,173</b>

**Cost and Impact Estimate of  
Retirees Under the Incentive Plan**

Exhibit #4

<b>AGENCY</b>	<b># of EMPLOY EES</b>	<b># of FTE</b>	<b>ANNUAL GR</b>	<b>ANNUAL FED</b>	<b>ANNUAL OTHER</b>	<b>ANNUAL TOTAL</b>
<b>SOCIAL SERVICES</b>						
Savings	130	129	\$1,229,116	\$2,912,266	\$214,366	\$4,355,748
Approved for Refill	229	227	\$2,556,285	\$4,742,646	\$94,968	\$7,393,899
<b>Total Retirees</b>	<b>359</b>	<b>356</b>	<b>\$3,785,400</b>	<b>\$7,654,912</b>	<b>\$309,335</b>	<b>\$11,749,647</b>
<b>CORRECTIONS</b>						
Savings	65	64	\$1,522,376	\$0	\$486,220	\$2,008,596
Approved for Refill	107	107	\$3,273,541	\$45,985	\$54,964	\$3,374,490
<b>Total Retirees</b>	<b>172</b>	<b>171</b>	<b>\$4,795,917</b>	<b>\$45,985</b>	<b>\$541,184</b>	<b>\$5,383,086</b>
<b>TOTALS</b>						
<b>Savings</b>	<b>563</b>	<b>557</b>	<b>\$10,884,675</b>	<b>\$4,033,211</b>	<b>\$3,316,400</b>	<b>\$18,234,286</b>
<b>Approved for Refill</b>	<b>867</b>	<b>851</b>	<b>\$15,508,413</b>	<b>\$11,557,455</b>	<b>\$2,424,869</b>	<b>\$29,490,736</b>
<b>Total Retirees</b>	<b>1,430</b>	<b>1,408</b>	<b>\$26,393,087</b>	<b>\$15,590,666</b>	<b>\$5,741,269</b>	<b>\$47,725,022</b>

Some of the positions identified as "Savings" have already been core cut in FY 2004.

Note:

Positions approved for refill and estimated savings do not include 165 retiree positions of the Legislature, Judiciary, Public Defender and Elected Officials.

The Department of Transportation chose not to participate in the incentive program.

The Department of Conservation did not report retirees to OA.

**Number of Retirees Under the Incentive Plan Rehired Under the 1000 Hour Limitation**

November 24, 2003

RETIRED FROM AGENCY							REHIRED BY AGENCY											
Agency	LEGISLATURE	JUDICIARY	SECRETARY OF STATE	ATTORNEY GENERAL	OFFICE ADMINISTRATION	AGRICULTURE	CONSERVATION	ELEM & SEC EDUCATION	HEALTH & SENIOR SERVICES	LABOR & INDUSTRIAL REL.	MENTAL HEALTH	NATURAL RESOURCES	PUBLIC SAFETY	REVENUE	SOCIAL SERVICES	CORRECTIONS	Grand Total	
LEGISLATURE	7																7	
JUDICIARY		16															16	
PUBLIC DEFENDER		1															1	
SECRETARY OF STATE			1														1	
ATTORNEY GENERAL				1													1	
OFFICE OF ADMINISTRATION					10												10	
AGRICULTURE						4											4	
INSURANCE																	0	
CONSERVATION							13										13	
ECONOMIC DEVELOPMENT																	0	
ELEM & SEC EDUCATION								22									22	
HIGHER EDUCATION								1									1	
HEALTH and SENIOR SERVICES									8			1					9	
MODOT																	0	
LABOR & INDUSTRIAL RELATIONS										19				1			20	
MENTAL HEALTH										1	93						95	
NATURAL RESOURCES												6					6	
PUBLIC SAFETY													8				8	
REVENUE														4			4	
SOCIAL SERVICES															8		8	
CORRECTIONS											1					6	7	
<b>Grand Total</b>	<b>7</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>11</b>	<b>4</b>	<b>13</b>	<b>23</b>	<b>8</b>	<b>20</b>	<b>94</b>	<b>7</b>	<b>8</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>233</b>	

This is a count of employees on the payroll. The number of hours the employees actually work varies.

Four agencies, Insurance, Economic Development, Higher Education and MoDOT have not rehired retirees.

The Public Defender, Governor, Lieutenant Governor, State Auditor and State Treasurer have not rehired retirees.

There are 225 retirees who have 233 jobs with the state. Eight retirees have two appointments; these employees are counted twice.





**Missouri Revised Statutes  
Chapter 104  
Retirement of State Officers and Employees  
Section 104.404**

**August 28, 2003**

**Certain employees eligible for retirement may apply for medical benefits upon retirement, amount of contribution, time limitations.**

104.404. 1. An employee who has not been a retiree of the system in which such employee is currently receiving creditable or credited service, who is eligible to receive a normal annuity pursuant to section 104.080, 104.090, 104.100, 104.271, or 104.400, or a life and any temporary annuity pursuant to section 104.1024, and whose annuity commences no later than September 1, 2003, shall be eligible to receive the medical benefits described in section 104.403.

2. An employee who would be eligible to receive a normal annuity pursuant to section 104.080, 104.090, 104.100, 104.271, or 104.400, or a life and any temporary annuity pursuant to section 104.1024, no later than January 1, 2004, shall be eligible to retire based on the employee's creditable or credited service and the average compensation or final average pay on the employee's date of termination of employment if the employee applies to retire and whose annuity commences no later than September 1, 2003. Such employee who so retires shall be eligible to receive the medical benefits described in subsection 1 of this section.

3. Any employee described in subsections 1 and 2 of this section who otherwise would be eligible to elect to receive benefits under the provisions of sections 104.625 and 104.1024, by no later than January 1, 2004, shall be eligible to elect to receive benefits pursuant to sections 104.625 and 104.1024; except that in no event shall a lump sum payment be made for any time period after the employee's annuity starting date.

4. A retiree whose retirement annuity commenced on or after February 1, 2003, but no later than September 1, 2003, shall be eligible to receive the medical benefits described in section 104.403.

5. The state may hire employees to replace those employees retiring pursuant to this section and section 104.403, except that departments shall not fill more than twenty-five percent of those positions vacated. Exceptions to the twenty-five percent restriction may be made for critical or seasonal positions or positions which are entirely federally funded. Such determination shall be made by rule and regulation promulgated by the office of administration. The provisions of this subsection shall not apply to Truman University, Lincoln University or the educational institutions described in section 174.020, RSMo.

6. Any rule or portion of a rule, as that term is defined in section 536.010, RSMo, that is created under the authority delegated in this section shall become effective only if it complies with and is subject to all of the provisions of chapter 536, RSMo, and, if applicable, section 536.028, RSMo. This section and chapter 536, RSMo, are nonseverable and if any of the powers vested with the general assembly pursuant to chapter 536, RSMo, to review, to delay the effective date, or to disapprove and annul a rule are subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after August 28, 2003, shall be invalid and void.

7. The Missouri state employees' retirement system and the highways and transportation employees' and highway patrol retirement system shall make a report in writing to the governor, commissioner of administration, and the general assembly by April 1, 2004, and in addition shall provide monthly tracking of the effect of state employee retirements pursuant to this section and section 104.403. The report shall cover the time period of February 1, 2003, to January 31, 2004. The report shall include the number of such retirements, the amount of payroll affected as a result of retirements, and the financial effect of such retirements as expressed in a report by each system's actuary.

8. The office of administration shall make a report in writing to the governor and the general assembly by April 1, 2004, and in addition shall provide monthly tracking of the budgetary effect of state employee retirements pursuant to this section and section 104.403. The report shall include the amount of payroll reduced as a result of such retirements, the number of positions that are core cut as a result of such retirements, the number of employees employed to replace those who retired pursuant to this section, and the financial effect on the budget, including any costs associated with payment of medical premiums by the state.

9. The Missouri consolidated health care plan shall make a report in writing to the governor and the general assembly by April 1, 2004, and in addition shall provide monthly tracking of the effect of state employee retirements pursuant to this section and section 104.403. The report may include, and not be limited to, the amount of payroll reduced as a result of such retirements, the number of positions that are core cut as a result of such retirements, the number of employees employed to replace those who retired pursuant to this section, and the financial effect on the budget, including any costs associated with payment of medical premiums by the state.

**Title 1—OFFICE OF ADMINISTRATION**  
**Division 10—Commissioner of Administration**  
**Chapter 18—Retirement Policy**

**1 CSR 10-18.010 Retirement Policy**

*PURPOSE: The state of Missouri adopted a retirement incentive providing health insurance at the active rate for five (5) years for eligible retirees meeting specific criteria. State agencies are allowed to fill only twenty-five percent (25%) of the positions vacated because of the retirement incentive between February 1, 2003 and September 1, 2003. Exceptions to the twenty-five percent (25%) restriction may be made for critical or seasonal positions, or positions which are entirely federally funded. This rule establishes the definitions of those exceptions.*

(1) Critical Positions Exceptions Defined. For purposes of this rule, critical positions are defined as follows:

(A) Physicians, psychiatrists, psychologists, security aides, registered nurses, licensed practical nurses, nursing assistants, psychiatric aides, developmental assistants, and teacher and teacher aides and therapists in the schools for the severely handicapped, deaf and blind when those positions are involved in the direct care and treatment of patients and students;

(B) Social service workers, social service supervisors I, caseworkers, self-sufficiency case managers, Income Maintenance (IM) supervisor I, Division of Family Services (DFS) county directors, when those positions are required to meet the daily subsistence needs of recipients of state services;

(C) Correction officers, correction supervisors, probation and parole officers, judiciary staff, capitol police, youth specialists, youth group leaders, water patrol, when those positions are required to ensure the public health and safety of the public; and

(D) Department directors may petition to the commissioner of administration for the inclusion of specific positions where it is demonstrated that there is imminent risk to human health and safety or substantial revenues will be lost with no opportunity for future recovery if the position(s) remains vacant.

(2) Definitions of Seasonal and Federally Funded Positions. For purposes of this rule, seasonal and federally funded positions are defined as follows:

(A) Seasonal employees are defined as employees in positions involving short term, part-time or intermittent work schedules which do not exceed one thousand (1,000) hours per year, and who are eligible to retire based on prior state service in benefit eligible positions. Such seasonal positions may be refilled; and

(B) Entirely federally funded positions are defined as positions that have been funded one hundred percent (100%) with federal funds for the previous twelve (12) months.

(3) Department of Transportation and Department of Conservation. As provided by the authorizing statute, should the highway commission that governs the health care plans of the Missouri Department of Transportation and the Missouri Highway Patrol and the Conservation Commission of the Department of Conservation exercise the option to offer the medical benefit provided by the authorizing statute, each agency shall adhere to the provision of not refilling more than twenty-five percent (25%) of the vacated positions. No exceptions shall be granted except those otherwise expressed by this rule.

(4) Specific Educational Institutions. As provided by the authorizing statute, the provisions of this rule do not apply to Truman University, Lincoln University, or the educational institutions described in section 174.020, RSMo.

*AUTHORITY: 104.404, RSMo Supp. 2003. \* Emergency rule filed Aug. 27, 2003, effective Sept. 12, 2003, expired March 9, 2004. Original rule filed July 21, 2003, effective Feb.29, 2004.*

*\*Original authority: 104.404, RSMo 2003.*

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### **Office of Administration**

Staff of the Division of Budget and Planning  
Staff of the Division of Information Services  
Staff of the Division of Personnel

### **MOSERS**

Benefit Specialists and Information Technology staff

### **MCHCP**

Benefits Specialists and Information Technology staff

Thanks also to state agency management, fiscal and human resource staff who provided information and responded to numerous inquiries on the impact of the legislation.