



NEW EMPLOYEE ORIENTATION

Valuable Benefits to Advance Your Financial Security

MOSERS
MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM

A Defined Benefit Pension Plan and Your Future Financial Security

A defined benefit (DB) plan, sometimes known as a traditional pension, is not an individual retirement account, but one based on a retirement formula defined by law. For general state employees covered under MOSERS, we calculate your pension using your salary, service, and a multiplier.

Why is a DB plan an important part of my future financial security?

- As a member of MSEP 2011 or the Judicial Plan 2011, you contribute 4% of your pre-tax pay to help fund your future retirement benefits.
- Once vested, even if you leave state employment, you can receive a monthly benefit payment for your lifetime once you are eligible.
- You don't have to manage this account – your benefit remains the same, no matter how our investments perform.
- As a retiree, you will receive an annual cost-of-living adjustment (COLA) of 0-5%.

For an estimate of how much your monthly pension benefit will be, we encourage you to log in to **myMOSERS** to review your Annual Benefit Statement.*

* If you work in both a full-time benefit-eligible position and a part-time position (in another state agency), be sure to tell your HR office. It could increase your future pension benefit.

Retirement

The Value of Your Pension Benefit

Below is a simplified example of what your future pension benefit might look like over time. The benefit would be even more with compounding cost-of-living adjustments (COLAs), which are included in your plan, but not shown here.



BENEFIT FORMULA

$$\begin{aligned} & \text{Final Average Pay} \\ & \times \text{Multiplier} \\ & \times \text{Credited Service} \\ & = \text{Monthly Base Benefit} \end{aligned}$$

Assumptions

Final average pay (FAP)	\$3,000
Multiplier	1.7% (.017)
Credited service	35 years
Retirement age	55 years
Benefit payment option	Life Income Annuity
Length of retirement (ending with your death)	20 years

Employee Contributions (35 Years)	
Monthly salary	\$3,000
4% monthly contribution	\$120
Annual contribution	\$1,440
Total contributions made	\$50,400

Future Pension Benefit (20 Years)	
Base monthly benefit	\$1,785
Temporary benefit (paid until you reach age 62)	\$840
Monthly pension benefit	\$2,625
Total base benefit paid	\$428,400
Total temporary benefit paid (from age 55 to 62)	\$70,560
Total pension benefit without COLAs	\$498,960

Supplemental Savings with MO Deferred Comp

Your future benefits from MOSERS and Social Security will provide income in retirement, but chances are, you will need more money to cover all your retirement expenses. **MO Deferred Comp**, the state-sponsored low-cost 457(b) retirement savings plan, was created to help you save and invest additional money for your future. Here are a few important things you should know:

- New employees automatically participate in the MO Deferred Comp Plan and contribute a minimum of 1% per paycheck to their retirement savings account.*
- Make changes anytime, including increasing your contribution amount, changing your investment options, and signing up for annual automatic increases.
- Take your savings or withdraw it penalty-free if you leave state employment!

To build your retirement income even further or for more information, visit www.modeferrredcomp.org.

* New full- and part-time employees hired on or after July 1, 2012 are automatically enrolled into Deferred Comp. Automatic enrollment excludes universities, rehires and previous temporary or seasonal non-benefit eligible employees.

Life Insurance

The Value of Your Life Insurance Benefits

As a MOSERS benefit-eligible employee, you automatically receive one times your annual salary (\$15,000 minimum) in basic life insurance coverage at no cost to you. Additionally, you may:

- Purchase up to six times your annual salary (max \$800,000) in optional life insurance coverage and pay the premiums through payroll deduction.
- Purchase optional life insurance coverage for your spouse and/or child(ren).
- Increase your optional life insurance without proving insurability during the Annual Term Life Insurance Review period each year in October.
- Increase by up to \$30,000 your optional life insurance coverage, without proving insurability, after a change in family status (marriage, divorce, birth or adoption of a child, or death of spouse or child).
- Increase your optional life insurance at any time by completing [The Standard's Medical History Statement](#) (and receiving approval from The Standard).
- Retain optional and child life insurance into retirement if you retire within 65 days of termination of employment.
- Port or convert your life insurance coverage if you leave state employment or your coverage is reduced at retirement.
- Receive an accelerated benefit (a portion of your benefits prior to your death) if you are terminally ill and meet eligibility requirements.
- Continue your life insurance coverage, if eligible, without having to pay the premium if you become disabled.
- Provide your designated beneficiary(ies) with three times your annual salary if your death is determined to be duty-related.
- Benefit from the repatriation provision (transportation of your body) if you die more than 200 miles from home.
- Access and update beneficiary information by logging in to [myMOSERS](#).
- Check out the [Life Services Toolkit](#) to find a variety of resources for you and your family including resources for estate and financial planning, grief support, funeral arrangements, and legal services in the event of your death.

Watch the [New Employee Orientation \(NEO\) video](#) on MOSERS' YouTube channel for an overview of your benefits!



Life Insurance Coverage Protects You and Your Family*

Group term life insurance protects you and your family from financial hardship in case of death. Term life insurance does not accumulate cash value and only results in a benefit payment when you die. Update your beneficiary designations with the *Designation of Life Insurance Beneficiaries* form online on our website at [myMOSERS](#).

Travel Assistance

As a participant in the MOSERS group life insurance plan, coverage is automatic.

Services are available 24 hours a day, every day, including health information and access to registered nurses.

Travel Assistance provides both emergency and non-emergency assistance including:

- Passport, visa, weather, and currency exchange information.
- Emergency ticket, credit card and passport replacement, funds transfer, and missing baggage assistance.
- Help locating medical care providers and interpreter services.
- Legal assistance including location of a local attorney and bail bond services.
- Emergency transportation and personal security services.
- Find the [Travel Assistance](#) flyer on our website for more information.

* Some benefits may not apply to the Department of Conservation, university employees, or in all situations. Please check with your HR staff for details and see the [Benefit Providers](#) table on our website.

Income Replacement if You Become Disabled

People insure their lives, health, homes, and other possessions, but often overlook their most important asset—their ability to earn an income. Long-term disability (LTD) insurance protects your earning ability by providing partial income replacement in the event you become disabled. This can help bridge the gap from your date of disability to your recovery or retirement, whichever comes first.

The Value of Your Long-Term Disability Coverage

No-cost coverage becomes effective on the first day you become a member of MOSERS with the premiums paid by your employer. With this coverage, you may:

- Replace 60% of your pre-disability earnings less any deductible income (i.e. Social Security disability, workers' comp, etc.).
- Continue to earn service credit toward retirement for each month you receive a disability benefit from our insurance company.
- Have your premiums for continued life insurance coverage waived if you are totally disabled.
- Continue LTD coverage for up to one year if you are on an approved leave of absence, provided you pay the premiums.
- Protect your spouse or children with the lump-sum survivor benefit payable if you die while receiving LTD benefits.
- Stay at or return to active work with a reasonable accommodations expense benefit under the Workplace Possibilities Program. Contact MOSERS for more information.

The benefit waiting period is 90 days or whenever sick leave that you are entitled to is exhausted, whichever is later.

Look for a series of emails from MOSERS highlighting the value of your state benefits. Messages include links to helpful resources, calculators, and videos, which are also available on the [New to MOSERS](#) page on our website whenever you need them.

You can also follow us on social media to stay informed and learn about your MOSERS benefits. Invite your coworkers to join us, too!

