



It is the responsibility of the employer, not MOSERS, to determine if a position is eligible for MOSERS benefits.

Benefit Eligibility



If you, the employer, determine that a position is benefit eligible, then any person employed in that position is eligible for benefits.

See the definition of "Employee" in state law (104.1003, RSMo) to determine if a position is benefit eligible. Generally speaking, an employee must work in a position normally requiring at least 1,040 hours per year to qualify for MOSERS benefits.

Reminders

- Determine whether or not a position is benefit eligible based on an analysis of the POSITION; not based on who will fill the position.
- If you indicate that an employee is working in a benefit-eligible position:
 - Your department/agency/college/university must pay employer contributions for pension, life insurance, and long-term disability benefits (as applicable).
 - If the employee is a MOSERS retiree and they return to work in a benefit-eligible position, MOSERS will stop their pension benefit payments.
 - MSEP 2011 and Judicial Plan 2011 members who work in a benefit-eligible position must pay 4% employee contributions to MOSERS (on a pre-tax basis through payroll deduction).
 - An employee who works in a benefit-eligible position will be eligible for future pension benefits once they attain the age and service requirements (as long as they don't take a refund of their member contributions).
- Review all positions periodically, especially part-time positions, to ensure they are properly designated as benefit eligible or non-benefit eligible.
- Notify MOSERS if the status of an employee's position changes.
- Contact MOSERS if you need additional information.