

HB 1674 -- STATE EMPLOYEE DEFERRED COMPENSATION

SPONSOR: Kendrick

This bill changes the laws regarding the State of Missouri Deferred Compensation Plan administered by the Missouri State Employees' Retirement System. The bill requires each employee eligible to participate in the plan who is hired or rehired on or after July 1, 2012, to be automatically enrolled in the plan. Currently, only a person who is hired on or after July 1, 2012, is automatically enrolled in the plan.

Beginning July 1, 2019, the plan must offer employees the option to automatically increase the amount of compensation deferred subject to any limitations imposed under federal law. Deferrals must increase annually in the default amount of .5% of his or her salary until reaching 3% of salary. Each employee hired or rehired on or after July 1, 2019, must automatically be enrolled in the automatic increase feature. An employee enrolled in the automatic increase feature may elect to increase or decrease the default automatic escalation amount in .1% increments. An employee may elect to terminate participation in the auto increase feature of the plan at any time.

This bill is similar to SCS SB 372 (2015).