

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 0634-02
Bill No.: SCS for SB 133
Subject: Taxation and Revenue - Income; State Employees; Administration, Office of
Type: Original
Date: March 8, 2005

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
General Revenue	Unknown	Unknown	Unknown
Total Estimated Net Effect on General Revenue Fund	Unknown	Unknown	Unknown

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Various	Unknown	Unknown	Unknown
Total Estimated Net Effect on <u>Other</u> State Funds	Unknown	Unknown	Unknown

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 4 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2006	FY 2007	FY 2008
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTIONS

In response to a previous version of this proposal, officials from the **Office of Administration, Division of Budget and Planning**, and **Missouri Consolidated Health Care Plan** assume this proposal would have no fiscal impact on their organizations.

In response to a previous version of this proposal, officials from the **Department of Transportation (MODOT)** assume the proposal would require that any qualified premiums or expenses could be redirected through the Cafeteria Plan and reduce an employee's taxable income. Employees would not pay federal income tax, state income tax or social security taxes on the amount that they redirect through the Cafeteria Plan. In addition, the state would not have to match the social security taxes paid by the employee on their plan payments. If employees had more expenses redirected through the Cafeteria Plan, they would reduce their tax liability, and the state's social security tax liability. Therefore MODOT assumes the proposal would have a positive unknown cost savings.

ASSUMPTIONS (continued)

Officials from the **Office of Administration, Division of Accounting** (OADA) assume this proposal would allow any vendor to join the Missouri State Employees' Cafeteria Plan if it meets the federal qualifications to join a Cafeteria Plan. Vendors could participate in the cafeteria plan subject to regulations promulgated by the Office of Administration (OA), and subject to payment to the state by vendors for the cost of administering those deductions, as determined by OA.

OA officials stated that the administrative charges for the cafeteria plan would be deposited in the Office of Administration Revolving Fund, and an appropriation would be requested for the expenses of managing the program. There would be no net cost to the state from the proposal in its current form.

Oversight assumes the proposal would result in unknown payroll tax savings to the General Revenue Fund and various other state funds.

<u>FISCAL IMPACT - State Government</u>	FY 2006 (10 Mo.)	FY 2007	FY 2008
GENERAL REVENUE			
<u>Savings - payroll taxes</u>	<u>Unknown</u>	<u>Unknown</u>	<u>Unknown</u>
ESTIMATED NET EFFECT ON GENERAL REVENUE FUND	<u>Unknown</u>	<u>Unknown</u>	<u>Unknown</u>
VARIOUS STATE FUNDS			
<u>Savings - payroll taxes</u>	<u>Unknown</u>	<u>Unknown</u>	<u>Unknown</u>
ESTIMATED NET EFFECT ON VARIOUS STATE FUNDS	<u>Unknown</u>	<u>Unknown</u>	<u>Unknown</u>
 <u>FISCAL IMPACT - Local Government</u>	 FY 2006 (10 Mo.)	 FY 2007	 FY 2008
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

This proposal would have a direct fiscal impact to small businesses involved in savings and insurance programs for state employees.

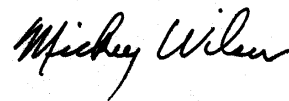
DESCRIPTION

This proposal would require the Office of Administration to include certain products in the cafeteria plan for state employees. Any product eligible under the United States Internal Revenue Code could participate in the plan, subject to regulations promulgated by the Office of Administration, and subject to payment to the state by the product for the cost of administering those deductions as determined by the Office of Administration.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Office of Administration
 Division of Accounting
 Division of budget and Planning
Department of Transportation
Missouri Consolidated Health Care Plan



Mickey Wilson, CPA
Director
March 8, 2005