

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES

Bureau of Human Resources

April 11, 1996

HUMAN RESOURCES MEMORANDUM 5-96

TO: Agency Heads, Directors of Administrative Services, Agency Personnel Officers and Managers

SUBJECT: Legal Requirement to Include Value of Benefits when Publishing Salaries

=====

The purpose of this memorandum is to inform all agencies of the legal requirement to include the value of certain benefits when publishing wages and salaries of State employees.

Chapter 37, PL 1995 amended Title 3, Sec 162, Title 5, Sec 53, and Title 5, Sec 282 to require a statement of the dollar value of the fringe benefits package provided by the State on all publications which state the salary of an employee or position. For purposes of this law, "fringe benefits" includes the State's cost of an employee's health insurance, dental insurance, and retirement (excluding any amount paid to cover any unfunded liability).

In order to comply with this law, a statement of the dollar value of the fringe benefits package provided by the state must be placed in all advertisements which state the salary of a position. This includes all advertisements or other publications that agencies may develop to fill "direct hire" vacancies.

The value of these benefits are as follows:

State Pays Employee Share of Retirement Contributions (Confidential and AFSCME)

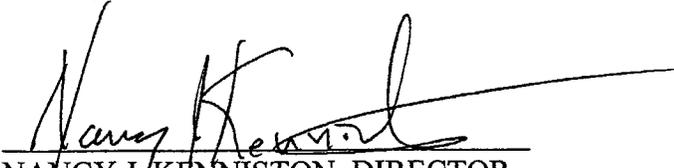
State Paid Health and Dental - All Positions: \$145.17 biweekly
Retirement Contributions (State pays employee share): 15.79% of pay

Employee Pays Employee Share of Retirement Contributions (All Other Employees)

State Paid Health and Dental - All Positions: \$145.17 biweekly
Retirement Contributions (Employee pays own share): \$11.24% of pay

Please take immediate action to ensure that the proper statement for the value of employee benefits is placed in all public publications that include employee or positions salaries.

Thank you.


NANCY J. KENNISTON, DIRECTOR
Bureau of Human Resources