

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES  
BUREAU OF HUMAN RESOURCES

March 22, 2004

**HUMAN RESOURCES MEMORANDUM 3-04**

TO: All Agency Department Heads, Human Resource Representatives

**SUBJECT: REVISED VALUE OF BENEFITS WHEN PUBLISHING SALARIES**

Maine law requires that a statement of the dollar value of the fringe benefits package provided by the state must be placed in all advertisements that indicate the salary of a position. This includes all advertisements or other announcements that agencies may develop to fill "direct hire" vacancies. This memorandum reflects revised rates for health insurance rates effective April 1, 2004 and rate changes associated with the cost of retiree health insurance.

Effective April 1, 2004 all advertisements must reflect the health/dental insurance rates and retirement rates listed below. All previous human resource memoranda pertaining to the value of benefits are superseded.

**VALUE OF STATE-PAID HEALTH AND DENTAL INSURANCE** (All Positions):  
\$293.58 BI-WEEKLY (US1G Health \$282.90 / Dental \$10.68)

**VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR NEW EMPLOYEES** (MSRS plan ID and plan type for a position may be viewed on the HMDU1 screen in the MFASIS system. Agency HR representatives should be consulted.):

ADMINISTRATIVE UNIT	MSRS PLAN NO.	PERCENT OF SALARY
MSEA - NO SPECIAL PLAN	110(01)	16.76%
AFSCME – NO SPECIAL PLAN (State-Paid Retirement)	110(01)	21.26%
CONFIDENTIAL – NO SPECIAL PLAN (State-Paid Retirement)	110(01)	21.26%
MSEA - SPECIAL PLAN FOR FIREFIGHTERS, OHM SPECIALISTS	200(30)/240(30)	17.61%
MSEA LAW ENFORCEMENT - SPECIAL PLAN (AND SUPERVISORY UNDER LE SPECIAL PLAN) FOR CAPITOL SECURITY OFFICERS, FIRE MARSHALS, FOREST RANGERS, BAXTER PARK RANGERS (State-Paid Retirement)	120(30)/180(30)/190(30)/230(30)	22.31%
MSEA LAW ENFORCEMENT - SPECIAL PLAN (AND SUPERVISORY UNDER LE SPECIAL PLAN) FOR MP OFFICERS AND GAME WARDENS (State-Paid Retirement)	330(30)/340(30)	24.57%
MSEA CORRECTIONS - SPECIAL PLAN	150(30)	17.61%
MSEA CORRECTIONS LAW ENFORCEMENT – SPECIAL PLAN	150(30)	22.31%
AFSCME CORRECTIONS - SPECIAL PLAN (State-Paid Retirement)	150(30)	22.31%
CONFIDENTIAL CORRECTIONS - SPECIAL PLAN (State-Paid Retirement)	150(30)	22.31%
STATE POLICE (State-Paid Retirement)	120(23)	24.57%

HUMAN RESOURCE MEMORANDUM 3-04  
Page 2

ALL RATES ARE FOR EMPLOYEES HIRED UNDER CURRENT RECRUITMENTS ON OR AFTER APRIL 1, 2004. HEALTH AND DENTAL INSURANCE RATES FOR PART-TIME POSITIONS MUST BE PRORATED.

Please take immediate steps to ensure that the proper statement for the value of employee benefits is placed in all publications that include employee or position salaries. HR representatives should contact Phil Schlegel (624-7369) or Thaddeus Cotnoir (624-7799) with questions or comments.

**S / Donald A. Wills**

Donald A. Wills, Director  
Bureau of Human Resources