

**DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
BUREAU OF HUMAN RESOURCES**

June 15, 2020

HUMAN RESOURCES MEMORANDUM 4-20

TO: All Human Resource Representatives

SUBJECT: REVISED VALUE OF BENEFITS WHEN PUBLISHING SALARIES

Maine law (MRSA Title 5, §53) 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 or employee. This includes all advertisements or other announcements that agencies may develop to fill “direct hire” vacancies.

All advertisements for positions that will be filled on or after July 1, 2020 must reflect the health/dental insurance and retirement rates listed below. All previous human resources memoranda pertaining to the value of benefits are superseded by this memorandum.

VALUE OF STATE-PAID HEALTH AND DENTAL INSURANCE (Employee Only)

	<u>HEALTH</u>	<u>DENTAL</u>
<u>100% State Contribution (employee pays nothing)</u>	\$470.99 biweekly	\$14.60 biweekly
<u>95% State Contribution (employee pays 5%)</u>	\$447.44 biweekly	\$14.60 biweekly
<u>90% State Contribution (employee pays 10%)</u>	\$423.89 biweekly	\$14.60 biweekly
<u>85% State Contribution (employee pays 15%)</u>	\$400.34 biweekly	\$14.60 biweekly

HEALTH AND DENTAL INSURANCE RATES FOR PART-TIME POSITIONS MUST BE PRORATED.

VALUE OF THE STATE’S SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR NEW EMPLOYEES *(MainePERS 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	MainePERS PLAN ID(OPT)	VALUE
MSEA - NO SPECIAL PLAN	110(01)	14.11% of pay
AFSCME – NO SPECIAL PLAN (State-Paid Retirement)	110(01)	18.91% of pay
CONFIDENTIAL – NO SPECIAL PLAN (State-Paid Retirement)	110(01)	18.91% of pay

ADMINISTRATIVE UNIT	MainePERS PLAN ID(OPT)	VALUE
MSEA - SPECIAL PLAN FOR FIREFIGHTERS	200(30)	15.57% of pay
MSEA - SPECIAL PLAN FOR CERTAIN OIL HAZARDOUS MATERIALS RESPONDERS (State-paid Retirement)	240(30)	20.67% of pay
MSLEA - SPECIAL PLAN AND MSEA - SUPERVISORY UNDER LAW ENFORCEMENT SPECIAL PLAN FOR CAPITOL SECURITY OFFICERS, FOREST RANGERS, BAXTER PARK RANGERS (State-Paid Retirement)	120(30) 190(30) 230(30)	20.67% of pay
FIRE MARSHALS (State-Paid Retirement)	180(30)	25.60% of pay
FIRE INVESTIGATORS (State-Paid Retirement)	250(10)	25.60% of pay
MSLEA - SPECIAL PLAN AND MSEA SUPERVISORY UNDER LAW ENFORCEMENT SPECIAL PLAN FOR MARINE PATROL OFFICERS AND GAME WARDENS (State-Paid Retirement)	330(30) 340(30)	19.13% of pay
MSEA CORRECTIONS - SPECIAL PLAN (without State-Paid Retirement)	150(30)	15.57% of pay
MSEA CORRECTIONS - SPECIAL PLAN (State-Paid Retirement)	150(30)	20.67% of pay
MSLEA CORRECTIONS – SPECIAL PLAN (State-Paid Retirement)	150(30)	20.67% of pay
AFSCME CORRECTIONS - SPECIAL PLAN (State-Paid Retirement)	150(30)	20.67% of pay
CONFIDENTIAL CORRECTIONS - SPECIAL PLAN (State-Paid Retirement)	150(30)	20.67% of pay
STATE POLICE (State-Paid Retirement)	120(23)	19.13% of pay

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.

The following statement is provided as a sample (include the appropriate rates from above based on the position being filled):

The bi-weekly dollar values of some State-paid benefits for full-time employees include: \$14.60 for dental insurance; 14.11% of employee's pay towards retirement; and, depending on the employee's annual pay, at least 85% (\$400.34) of health insurance premiums ([more information is available here](#)). Participation in the [Health Premium Credit Program](#) can increase state-paid health insurance benefits by 5%.

HR representatives should contact Thaddeus Cotnoir (624-7799) with questions or comments.

S/ Breena D. Bissell

Breena D. Bissell, Director
 Bureau of Human Resources