

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES  
BUREAU OF HUMAN RESOURCES

September 18, 1998

**HUMAN RESOURCES MEMORANDUM 11-98**

TO: All Agency Department Heads, Human Resource Representatives

SUBJECT: LEGAL REQUIREMENT TO INCLUDE THE VALUE OF BENEFITS WHEN PUBLISHING SALARIES: UPDATE OF CURRENT RATES

The purpose of this memorandum is to inform all agencies of changes to the value of benefits that must be published pursuant to Maine law.

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 which state the salary of a position. This includes all advertisements or other publications that agencies may develop to fill "direct hire" vacancies.

Effective July 1, 1998 and until further notice, the value of these benefits are as follows:

**STATE PAID HEALTH AND DENTAL INSURANCE (ALL POSITIONS): \$141.92 BI-WEEKLY**

**VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR CONFIDENTIAL/AFSCME BU POSITIONS WHO HAVE OR ELECT STATE-PAID RETIREMENT: 16.75% OF SALARY**

**VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR MSEA BU POSITIONS (EXCEPT LAW ENFORCEMENT\*): 12.20% OF SALARY**

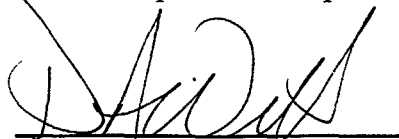
**VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR STATE POLICE BARGAINING UNIT EMPLOYEES: 25.65% OF SALARY**

**VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR MAINE STATE PRISON GUARDS AND CERTAIN OTHER MAINE STATE PRISON EMPLOYEES (GENERALLY, WHO MANAGE OR SUPERVISE THE MANAGEMENT OF PRISONERS): 14.75% OF SALARY**

**\*NOTE: THERE ARE A NUMBER OF RECENTLY ENACTED SPECIAL RETIREMENT PLANS FOR VARIOUS LAW ENFORCEMENT EMPLOYEES. PRIOR TO PUBLISHING ADVERTISEMENTS FOR LAW ENFORCEMENT POSITIONS, HR REPRESENTATIVES SHOULD CONTACT PHIL SCHLEGEL (287-4427) OR THADDEUS COTNOIR (287-4417).**

**PART-TIME POSITIONS SHOULD BE PRORATED BASED ON THE ABOVE FIGURES.**

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.



Donald A. Wills, Director  
Bureau of Human Resources