

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

September 16, 2009

HUMAN RESOURCES MEMORANDUM 14-09

TO: All Agency Department Heads, 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. This memorandum reflects revised health insurance rates that are effective October 1, 2009.

All advertisements for positions that will be filled on or after October 1, 2009 must reflect the health/dental insurance and retirement rates listed below. All previous human resource memoranda pertaining to the value of benefits are superseded effective October 1, 2009.

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

100% State Contribution (employee pays nothing):

\$356.62 biweekly (Health: \$343.33 biweekly / Dental: \$13.29 biweekly)

95% State Contribution (employee pays 5%):

\$339.45 biweekly (Health: \$326.16 biweekly / Dental: \$13.29 biweekly)

90% State Contribution (employee pays 10%):

\$322.28 biweekly (Health: \$308.99 biweekly / Dental: \$13.29 biweekly)

VALUE OF THE STATE'S 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.	VALUE
MSEA - NO SPECIAL PLAN	110(01)	19.96% of pay
AFSCME - NO SPECIAL PLAN (State-Paid Retirement)	110(01)	24.96% of pay
CONFIDENTIAL - NO SPECIAL PLAN (State-Paid Retirement)	110(01)	24.96% of pay
MSEA - SPECIAL PLAN FOR FIREFIGHTERS	200(30)	20.71% of pay
MSEA - SPECIAL PLAN FOR CERTAIN OIL HAZARDOUS MATERIALS SPECIALISTS (State-paid Retirement)	240(30)	26.31% of pay

ADMINISTRATIVE UNIT	MSRS PLAN NO.	VALUE
MSLEA - SPECIAL PLAN AND MSEA - SUPERVISORY UNDER LAW ENFORCEMENT SPECIAL PLAN FOR CAPITOL SECURITY OFFICERS, FIRE MARSHALS, FOREST RANGERS, BAXTER PARK RANGERS (<i>State-Paid Retirement</i>)	120(30)/ 180(30)/ 190(30)/ 230(30)	26.31% of pay
MSLEA - SPECIAL PLAN AND MSEA SUPERVISORY UNDER LAW ENFORCEMENT SPECIAL PLAN FOR MARINE PATROL OFFICERS AND GAME WARDENS (<i>State-Paid Retirement</i>)	330(30)/ 340(30)	28.06% of pay
MSEA CORRECTIONS - SPECIAL PLAN (<i>without State-Paid Retirement</i>)	150(30)	20.71% of pay
MSEA CORRECTIONS - SPECIAL PLAN (<i>with State-Paid Retirement</i>)	150(30)	26.31% of pay
MSLEA CORRECTIONS - SPECIAL PLAN (<i>State-Paid Retirement</i>)	150(30)	26.31% of pay
AFSCME CORRECTIONS - SPECIAL PLAN (<i>State-Paid Retirement</i>)	150(30)	26.31% of pay
CONFIDENTIAL CORRECTIONS - SPECIAL PLAN (<i>State-Paid Retirement</i>)	150(30)	26.31% of pay
STATE POLICE (<i>State-Paid Retirement</i>)	120(23)	28.06% of pay

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.

A separate memorandum will be issued addressing the changes in health insurance rates effective October 1, 2009.

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

S/ Alicia Kellogg

Alicia Kellogg, Director
 Bureau of Human Resources