

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
BUREAU OF HUMAN RESOURCES

June 6, 2000

HUMAN RESOURCES MEMORANDUM 3-00 [AMENDED NUMBER ONLY]

TO: All Agency Department Heads, Human Resource Representatives

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

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 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, 2000 and until further notice, the value of these benefits are listed below. HR Memorandum 6-99 is superceded to reflect recent changes in health/dental insurance and retirement rates.

STATE PAID HEALTH INSURANCE AND DENTAL INSURANCE (ALL POSITIONS): \$190.84 BI-WEEKLY (US1G Health \$181.38 / Dental \$9.46)

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR CONFIDENTIAL AND AFSCME BU POSITIONS WHO HAVE, OR ELECT, STATE-PAID RETIREMENT: 16.83% OF SALARY

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR MSEA BU POSITIONS (EXCEPT LAW ENFORCEMENT*): 12.28% OF SALARY

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR STATE POLICE BARGAINING UNIT POSITIONS: 15.39% OF SALARY

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR CERTAIN DEPARTMENT OF CORRECTIONS POSITIONS WHOSE DUTIES INVOLVE CONTACT WITH PRISONERS, PROBATIONERS, PAROLEES, JUVENILE OFFENDERS, OR SUPERVISORS OF THOSE EMPLOYEES: FOR AFSCME AND CONFIDENTIAL 17.98% / FOR MSEA 17.63% OF SALARY.

*NOTE: THERE ARE A NUMBER OF 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).

ALL RATES ARE FOR EMPLOYEES HIRED UNDER CURRENT RECRUITMENTS. HEALTH AND DENTAL INSURANCE RATES FOR PART-TIME POSITIONS SHOULD BE PRORATED BASED ON THE FIGURES CITED ABOVE.

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.

S/ Donald A. Wills

Donald A. Wills, Director
Bureau of Human Resources