

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
BUREAU OF HUMAN RESOURCES

April 21, 1999

HUMAN RESOURCES MEMORANDUM 3-99

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 April 1, 1999 and until further notice, the value of these benefits are as listed below. HR Memorandum 11-98 is superceded to reflect a change in health insurance rates that were effective 04/01/99.

STATE PAID HEALTH INSURANCE AND DENTAL INSURANCE (ALL POSITIONS): \$149.78 BI-WEEKLY (US1G Health \$140.85 / Dental \$8.93)

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 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