

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
BUREAU OF HUMAN RESOURCES
July 11, 2000

HUMAN RESOURCES MEMORANDUM 4-00

TO: All Agency Department Heads, Human Resource Representatives

SUBJECT: 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 immediately, the values of these benefits are listed below. HR Memoranda 2-00 and 3-00 are superseded to reflect recent changes in health/dental insurance and retirement rates.

STATE PAID HEALTH INSURANCE AND DENTAL INSURANCE (ALL POSITIONS): \$191.26 BI-WEEKLY (US1G Health \$181.38 / Dental \$9.88)

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR:

- ALL AFSCME BU POSITIONS: 16.83% OF SALARY
- MSEA BU POSITIONS (EXCEPT LAW ENFORCEMENT BU): 12.28% OF SALARY
- MSEA LAW ENFORCEMENT BU POSITIONS, INCLUDING MARINE RESOURCES WARDENS, GAME WARDENS, LIQUOR INSPECTORS, FIRE MARSHALS, FOREST RANGERS, FIREFIGHTERS, AND BAXTER PARK RANGERS INCLUDED IN THE "1998 SPECIAL PLAN": 13.13% OF SALARY
- DEPARTMENT OF CORRECTIONS POSITIONS WHOSE DUTIES INVOLVE CONTACT WITH PRISONERS, PROBATIONERS, PAROLEES, JUVENILE OFFENDERS, OR SUPERVISORS OF THOSE EMPLOYEES, FOR AFSCME BU POSITIONS AND CONFIDENTIAL POSITIONS: 17.68% / FOR MSEA BU POSITIONS: 13.13% OF SALARY.
- STATE POLICE BU POSITIONS: 15.39% OF SALARY
- CLASSIFIED CONFIDENTIAL POSITIONS AND UNCLASSIFIED CONFIDENTIAL POSITIONS WHEN THE INCUMBENT HAS ELECTED STATE-PAID RETIREMENT: 16.83% OF SALARY

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. HR representatives should contact Phil Schlegel (287-4427) or Thaddeus Cotnoir (287-4417) with questions or comments.

S / Donald A. Wills

Donald A. Wills, Director
Bureau of Human Resources