

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES

Bureau of Human Resources

May 28, 1996

HUMAN RESOURCES MEMORANDUM 6-96

TO: Agency Heads, Directors of Administrative Services, Agency Personnel Officers and Managers

SUBJECT: Legal Requirement to Include Value of Benefits when Publishing Salaries

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Reference: Human Resources Memorandum 5-96

The purpose of this memorandum is to inform all agencies of changes to the value of benefits that must be published per HR Memorandum 5-96.

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.

The value of these benefits changes as of July 1, 1996, as follows (* indicates a change):

State Pays Employee Share of Retirement Contributions

State Paid Health and Dental - All Positions: \$145.17 biweekly

* Retirement Contributions (State pays employee share): 16.08% of pay

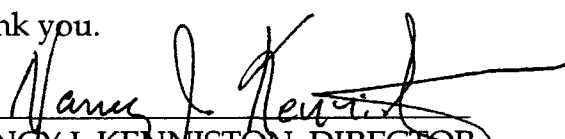
Employee Pays Employee Share of Retirement Contributions

State Paid Health and Dental - All Positions: \$145.17 biweekly

* Retirement Contributions (Employee pays own share): 11.53% of pay

Please take immediate action to ensure that the proper statement for the value of employee benefits is placed in all public publications that include employee or positions salaries.

Thank you.


NANCY J. KENNISTON, DIRECTOR
Bureau of Human Resources