

DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
BUREAU OF HUMAN RESOURCES

July 09, 1999

HUMAN RESOURCES MEMORANDUM 6-99

TO: All Agency Department Heads, Human Resource Representatives

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

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, 1999 and until further notice, the value of these benefits are as listed below. HR Memorandum 3-99 is superceded to reflect recent changes in dental insurance and retirement rates.

STATE PAID HEALTH INSURANCE AND DENTAL INSURANCE (ALL POSITIONS): \$150.31 BI-WEEKLY (US1G Health \$140.85 / Dental \$9.46)

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR CONFIDENTIAL AND AFSCME BU POSITIONS WHO HAVE, OR ELECT, STATE-PAID RETIREMENT: 16.10% OF SALARY

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR MSEA BU POSITIONS (EXCEPT LAW ENFORCEMENT*): 11.55% OF SALARY

VALUE OF STATE SHARE OF EMPLOYEE RETIREMENT CONTRIBUTIONS FOR STATE POLICE BARGAINING UNIT EMPLOYEES: 12.40% 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): 12.40% 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. 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