



Charles County Department of Human Resources Benefits Division

BENEFITS AT A GLANCE (07/01/2016)

Benefits eligibility is for employees who work 30 hours or more/week unless noted below

HEALTH INSURANCE – County PAYS 70% of cost (sliding scale based on hours worked)

Blue Choice Advantage
Blue Choice HMO Open Access
Prescription, Dental & Vision

PENSION PLAN (Defined Benefit Retirement Plan)

*In order to be eligible for the pension plan, you have to work at least 37.5 hours a week.

DEFERRED COMPENSATION PLAN (457(b) Governmental Plan)

Mass Mutual
MetLife
Nationwide Retirement Solutions
*Available to all employees, regardless of hours worked.

LIFE INSURANCE – No charge to employee (Valued at 1.5x the employee's annual salary, not to exceed \$250,000)

Supplemental insurance available for additional cost
Dependent life insurance available for additional cost

LONG TERM DISABILITY INSURANCE - No charge to employee

Benefit pays 60% of salary at date of disability up to \$5,000/month

FLEXIBLE SPENDING ACCOUNT

Medical and Dependent Care

AFLAC SUPPLEMENTAL INCOME PRODUCTS

Accident Policy and Critical Illness Policy

LEGAL RESOURCES – A prepaid Legal Resource benefit

ANNUAL LEAVE - Begin employment by accruing 8 hours a month (sliding scale based on hours worked)

SICK LEAVE - Accrue 7.5 hours a month (sliding scale based on hours worked)

14 PAID HOLIDAYS

EMPLOYEE ASSISTANCE PROGRAM

ONSITE CHILDCARE AT A DISCOUNTED RATE

Located at the Community Services building (8190 Port Tobacco Road, Port Tobacco, MD 20677).

HOUSE KEYS 4 EMPLOYEE PROGRAM – Up to a \$7,500, 0% interest loan, to be used for a down payment or closing cost toward a new home in Charles County. For eligible full time employees who are first time home buyers.

06/15/2016

Your Charles County Government Connection...

Recruitment • Benefits • Training

P.O. Box 2150 • 200 Baltimore Street • La Plata, MD 20646 • 301-645-0585 • 301-870-2681

Fax: 301-645-0586 • Job Hotline: 301-645-0600 • E-Mail: DHR@CharlesCounty.org

Maryland Relay Service: 711 • Relay Service TDD: 1-800-735-2258 • Equal Opportunity County

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