

WHY WORK FOR DORCHESTER COUNTY, MARYLAND?

Full time County employees receive numerous benefits, such as listed below:

LEAVE BENEFITS

Dorchester County have a very generous leave package for full time employees.

There are three (3) types of leave: annual/vacation; sick; and personal.

Annual/vacation leave is earned in hourly increments per pay period (2 weeks) as charted below:

3.08 hours per pay 0 thru 5 years

6.16 hours per pay 11 thru 20 years

4.62 hours per pay 6 thru 10 years

7.70 hours per pay 21 years +

Sick leave is earned in hourly increments of 4.62 hours per pay period (2 weeks).

Personal leave is granted, 48 hours, at the beginning of the fiscal year (July 1).

Any employees hired after July 1st receive personal leave hours that are pro-rated.

Any unused personal leave at the end of the fiscal year is forfeited.

HOLIDAYS include eleven (11) eight (8) hour paid holidays. They are: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving, Christmas, and Columbus Day alternating with Election Day when there is a scheduled Federal/State election. The County Council may give County employees off additional days.

HEALTH COVERAGE

The County is self-insured. Employees can enroll in health/prescription/vision (one product) and dental insurance. There are two health networks, High Performance (HPN) and First Health offered under three (3) plans, EPO (in networks only), POS and PPO. Prescription coverage is through Envolve and vision is through VSP (Choice plan). There is a County subsidy and employee premiums are pre-taxed. Employees are eligible the first day of the month following the month in which they were hired. Healthcare and Dependent Care spending accounts are also available to assist employees, on a pretax basis, with costs incurred during the plan year.

RETIREMENT BENEFITS are through the Maryland State Retirement Agency which is a participant contributory defined benefit pension plan in which participants are vested after ten (10) years.

VOLUNTARY BENEFITS include, but are not limited to, membership in State Employee's Credit Union, AFLAC products, and Deferred Compensation retirement savings plans.