



Dorchester County Fulltime Employee Benefits

- Medical, Dental, Vision and Prescription Insurance (3 plans to select from with the High Deduction Plan (Plan 3) offering a Health Savings Account (HSA) – all effective 1st of the month following date of hire (Plans 1 & 2 No deductibles)
- Flexible Spending Account Plan – County fronts \$ (Debit card issued to ee) and ee pays back through payroll deductions (26 pays)
- Wellness Program participation with reduced employee contribution rates on Medical Insurance
- Employee Assistance Program (EAP)
- Maryland State Pension (10yr) participation – Mandatory 7% employee contribution upon hire
- Life Insurance through the MD State Pension after 1 year of employment at 1 x's base salary
- \$10,000 Life Insurance Policy provided by the County - effective 1st of the month following date of hire with option to purchase additional life insurance for self, spouse & children
- 457 Retirement participation available w Nationwide and/or Corebridge/VALIC
- AFLAC participation
- 11 paid holidays (88 hrs)
- 80 hours of accrued vacation through 5th yr, 6 to 10 yrs 120 hrs, 11 plus years 160 hrs – Can roll over but no more than 360 hrs banked
- 120 hours of accrued sick leave a year – can roll over
- 48 hours of personal leave a year (pro-rated year of hire)
- Advanced Sick Leave Bank Program – optional participation
- SECU (State Employees Credit Union) enrollment / participation
- Availability of multiple direct deposits