



Dorchester County Full-time Employee Benefits

- Medical, Dental, Vision and Prescription Insurance (3 plans to select from with the High Deduction Plan allowing for a Health Saving Account (HSA) – all plans effective 1st of the month following date of hire)
- Telemedicine provider with medical insurance participation (no copay)
- Flexible Spending Account Plan
- Wellness Program participation with reduced employee contribution rates on Medical Insurance
- Employee Assistance Program (EAP)
- MD State Retirement & Pension participation (10 yr vesting pd) – mandatory 7% employee contribution upon hire
- Life Insurance through the MD State Retirement & Pension system after 1 year of employment at 1 x's base salary
- \$10,000 Life Insurance Policy
- \$500,000 Life Insurance Policy provided for Law Enforcement Sworn Officers
- Option to purchase additional term life insurance for self, spouse & children (great rates)
- 457 Retirement participation available with Nationwide and/or Corebridge/VALIC
- AFLAC participation
- SECU (State Employees Credit Union) enrollment/participation
- 11 paid holidays (88 hours)
- 120 hours accrued Sick Leave per year – can roll over
- 80 hours of accrued Vacation Leave per year, 120 hours after 5 years and 160 hours after 10 years – can roll over
- 48 hours of Personal Leave per year (given on 7/1 with no accrual – pro-rated year of hire)
- Advanced Sick Leave Bank Program – optional participation
- Availability of multiple direct deposits