

# 2016-2017 Town of La Plata Benefits Package

Health Insurance: United Health Care

## **Choice HSA KY7**

|               | Employee monthly premium |
|---------------|--------------------------|
| Employee only | \$0                      |
| Emp/children  | \$0                      |
| Emp/spouse    | \$0                      |
| Emp/family    | \$0                      |

## **Choice Plus HSA KYG**

|               | Employee monthly premium |
|---------------|--------------------------|
| Employee only | Contact Human Resources  |
| Emp/children  |                          |
| Emp/spouse    |                          |
| Emp/family    |                          |

## **Choice (No HAS) K53**

|               | Employee monthly premium |
|---------------|--------------------------|
| Employee only | Contact Human Resources  |
| Emp/children  |                          |
| Emp/spouse    |                          |
| Emp/family    |                          |

\*Dental – free for employee, premium for family  
Limited vision

### Retirement:

\*Maryland State Retirement System

\*7% employee contribution (bi-weekly) for employees hired before July 1, 2011 to maintain the current benefits. Employees hired after July 1, 2011 will also contribute 7% (bi-weekly) however their benefit will be reduced.

\*Town contribution percentage varies(annually)

### ICMA 457 plan:

\* participation available with employee contributions bi-weekly through payroll deductions.

## Leave Policy:

### **2080 hour year employees**

\*Annual and sick leave are accrued monthly:

Sick leave 8 hours a month

Vacation:

|  |                       |
|--|-----------------------|
| Less than 1 year of service              | 4 hrs for each month  |
| More than 1 year but less than 5 years   | 7 hrs for each month  |
| More than 5 years but less than 10 years | 10 hrs for each month |
| Over 10 years                            | 13 hrs for each month |

Personal leave of 24 hours is given to each employee at the beginning of the calendar year to be used in that calendar year.

### **1820 hour year employees**

\*Annual and sick leave are accrued monthly:

Sick leave 7 hours a month

Vacation:

|  |                           |
|--|---------------------------|
| Less than 1 year of service              | 3.5 hrs for each month    |
| More than 1 year but less than 5 years   | 6.125 hrs for each month  |
| More than 5 years but less than 10 years | 8.75 hrs for each month   |
| Over 10 years                            | 11.375 hrs for each month |

Personal leave of 21 hours is given to each employee at the beginning of the calendar year to be used in that calendar year.

The Town is a member of the Maryland State Credit Union.

The Town also offers employees an opportunity to purchase a variety of insurance programs through AFLAC Insurance. AFLAC offers a variety of over 50 insurance policies. Premiums are deducted bi-weekly through payroll deductions.

The Town also offers long term disability insurance and an employee life insurance policy.