

2019-2020 Town of La Plata Benefits Package

Health Insurance: Care First Blue Cross Blue Shield

Blue Choice HMO Open Access

	Employee monthly premium
Employee Only	Contact Human Resource
Emp/children	
Emp/Spouse	
Emp/family	

Blue Choice Opt Plus Open Access

	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.