



Charles County Sheriff's Office Benefits at a Glance

HEALTH INSURANCE

County PAYS 70% of cost (sliding scale based on hours worked)

- Blue Choice Advantage, Prescription & Vision
- Blue Choice HMO Open Access, Prescription & Vision
- CareFirst Dental/ Delta Dental

RETIREE HEALTH INSURANCE

Health Reimbursement Arrangement. New hires who elect health insurance coverage with Charles County Government (CCG) will be enrolled in a Voluntary Employee Beneficiary Account (VEBA). Upon retirement or separation from employment, you will be able to use the funds in the VEBA account to pay for your health insurance premiums and other qualified medical expenses. You are required to contribute \$31.75 per pay period (via payroll deduction). CCG will also make a contribution of \$95.26 per pay period (\$2,084/year). The contribution may be adjusted each year based on the Consumer Price Index (CPI).

PENSION PLAN (Defined Benefit Retirement Plan)

Eligibility for the pension plan: Must work minimum 37.5 hrs/week.

- County Pension Plan – Non Public Safety, Mandatory Participation 4% employee contribution
- County Pension Plan – Public Safety, Mandatory Participation 8% employee contribution
- Sheriff's Office Retirement Plan – Communications, Mandatory Participation 7% employee contribution
- Sheriff's Office Retirement Plan – Sworn, Mandatory Participation 8% employee contribution
- Sheriff's Office Retirement Plan – Corrections, Mandatory Participation 7% employee contribution

DEFERRED COMPENSATION PLAN

(457(b) Governmental Plan)

Available to all employees, regardless of hours worked.

- Empower
- MetLife
- Nationwide Retirement Solutions

EMPLOYEE ASSISTANCE PROGRAM

LIFE INSURANCE

No charge to employee (Valued at 1.5x the employee's annual salary, not to exceed \$250,000)

- Supplemental term insurance - additional cost
- Dependent term life insurance - additional cost
- Whole life for employee and family – additional cost

LONG TERM DISABILITY INSURANCE

No charge to employee. Benefit pays 60% of salary at date of disability up to \$5,000/month

FLEXIBLE SPENDING ACCOUNT

Medical and Dependent Care

SUPPLEMENTAL INCOME PRODUCTS

Accident Policy, Critical Illness Policy, Hospital Indemnity Policy

LEGAL RESOURCES

A prepaid Legal Resource benefit

ANNUAL LEAVE

Start full employment at an accrual rate of 8 hours per month, 6 hours a month for full time reduced hours employees. Hours per month increases over time with the Agency.

SICK LEAVE

Full time employees will accrue 10 hours a month, 8 hours a month for full time reduced hours employees. Front loaded the first 80 hours of sick leave the day you begin employment.

Part time employees earn 2.5 hours per pay period worked. Front loaded 50 hours of sick leave the day you begin employment.

PERSONAL LEAVE

The Agency offers personal leave to full time personnel. Accrual rates are based on position type.

17 RECOGNIZED HOLIDAYS

- Critical employees accrue leave for these holidays
- For non-critical employees these are paid holidays

HOUSE KEYS 4 EMPLOYEE PROGRAM

Up to a \$7,500, 0% interest loan, to be used for a down payment or closing cost toward a new home in Charles County. For eligible full time employees who are first time home buyers.

Equal Opportunity Employer

Benefits eligibility is for employees who work 30 hours or more/week unless otherwise noted.