



## **FRINGE BENEFITS** **(Effective July 1, 2025)**

**ANNUAL LEAVE** - Begin accruing first day of employment and **cannot** be taken until successful completion of probationary period, EXCESS of 40 DAYS [320 hours] will be deposited into a Health Retirement Account to be used once you separate service.

0 months – 3 years	1 day per month (12 days per year)
4 years – 9 years	1 ¼ days per month (15 days per year)
10 years – 15 years	1 ¾ days per month (21 days per year)
Over 15 years	2 days per month (24 days per year)

**\* Please note that leave is prorated according to your status determined by actual hours worked\***

**SICK LEAVE** – Begin accruing first day of employment (UNLIMITED ACCUMULATION)

1 day is allowed after first month of employment  
1 ¼ days per month accumulation

**\*\*All employees earn 10 hrs. per month / Paramedics/EMT'S earn 15 hrs. per month \*\***

**PERSONAL LEAVE** – For new employees, personal leave is prorated according to schedule below, for the first year only. Any employee on board as of December 31<sup>st</sup> of each year automatically receives 8 days as of January 1<sup>st</sup> the following year. (NOTE: Personal Leave may not be taken until successful completion of probationary period; personal leave will be lost if not taken before December 31<sup>st</sup> of each year.)

1/1 to 1/31	6 days	4/1 to 4/30	3 days
2/1 to 2/28	5 days	5/1 to 5/31	2 days
3/1 to 3/31	4 days	6/1 to 6/30	1 day
		7/1 to 12/31	0 days

**\* Please note that leave is prorated according to your status determined by actual hours worked\***

**FAMILY MEDICAL LEAVE (FMLA)** – Up to 12 weeks per Rolling year

**FUNERAL LEAVE** – 3 days and (1) additional day for travel exceeding 150 miles one way for immediate family member.

**MILITARY LEAVE** – 3 weeks per year with no loss in pay for Reserve or National Guard Training, Active Duty and serving during emergencies.

**CIVIL LEAVE** – No loss in pay while serving Jury Duty.

**RETIREMENT** – State Pension System (7% employee contribution)

**BENEFITS** – Provides the employee with a range of health care and other employee benefit options which gives employee the opportunity to design a benefit plan that best meets the employee's needs.

**HEALTH INSURANCE** – CareFirst Triple Option, Blue Choice Opt-Out and Kaiser Permanente (all plans include prescription drug coverage)

**DENTAL INSURANCE** – CareFirst Dental PPO Plus & CareFirst Dental PPO

**VISION INSURANCE** –BlueVision Plus

**FLEXIBLE SPENDING ACCOUNTS** – Through American Fidelity. Employees may fund health and childcare expenses.

**PRE-TAX** – All deductions for health, dental, vision and flexible spending accounts are subject to deductions from paycheck **before** federal and state taxes are applied.

**LIFE INSURANCE** – \$50,000 policy at no cost to the employee through MetLife.

Additional supplemental life insurance and supplemental AD&D can be elected for yourself / spouse / child at full cost – this can be subject to an Evidence of Insurability (EOI) through MetLife.

**LONG TERM DISABILITY** – Provided through MetLife.

**DEFERRED COMPENSATION** –

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### **RETIREE HEALTH CARE INSURANCE BENEFITS–**

Employees hired on or after 7/1/2010 will have an automatic RHS account made available as the primary retiree healthcare benefit. This Reimbursement Account will only be able to be accessed upon separation of service and/or retirement whichever applicable. These accounts are employer funded, tax free, & portable with different Mission Square investment options.

These funds are solely for the use of offsetting your premium health care cost, prescriptions, co-pays and deductibles. Upon death funds are made available to the surviving spouse or qualified dependents (as defined by the IRC 152 (a)).

### **DEATH BENEFITS – PAID BY COUNTY**

1. 50% of accumulated sick leave
2. Accumulated annual leave (up to 59 days)
3. Personal leave (maximum of 2 days)
4. \$50,000 life insurance
5. One (1) month's salary

### **PAID BY RETIREMENT**

One year's pay (after 1 year's service) plus employee's contributions refunded with interest.

### **HOLIDAYS – 11 per year:**

New Year's Day	January 1 <sup>st</sup>
Martin Luther King, Jr. Day	3 <sup>rd</sup> Monday in January
President's Day	3 <sup>rd</sup> Monday in February
Memorial Day	last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September
Veteran's Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Friday after Thanksgiving	
Christmas Day	December 25 <sup>th</sup>

### **OTHER BENEFITS:**

Employee Assistance Program  
Tuition Assistance  
Legal Plan  
American Fidelity  
\*Short Term Disability  
\*Cancer  
\*Hospital  
\*Accident