



2012 BENEFIT SUMMARY FOR APPOINTED OFFICIALS

The following information is a summary of benefits extended to appointed officials subject to status of appointment of the Maryland-National Capital Park and Planning Commission. All plans are optional except the Defined Benefit and Long Term Disability plans.

Retirement Programs

- Mandatory Defined Benefit Plan (Plan B) – 3% appointee contribution until wage base is met and 6% appointee contribution with no FICA after wage base is met. (Optional enrollment for part-time status.) (Merit Board members are not eligible for the defined benefit plan)
- Deferred Compensation ICMA-RC 457 plan (Optional)
 - 2012 – 100% of salary to a maximum of \$17,000; Age 50 Catch-up is an additional \$5,500

Health Insurance Plans (15% Appointee / 85% Commission contributions for each plan except vision)

- UnitedHealthcare (POS)
- CIGNA Open Access Plus In-Network (EPO)
- United Health Care Exclusive Provider Organization Health Plan (EPO)
- Caremark Prescription Plan (retail and mail-order)
- United Concordia Dental Plan (PPO)
- Vision Service Plan (20% Employee/80% Commission contribution of low option for all vision options)
 - Low option – Benefits available every other calendar year
 - Moderate option – Benefits available every year for exam & every other year for glasses (employee pays difference)
 - High option – Benefits available every calendar year (employee pays difference)

Flexible Spending Accounts (100% Employee contribution)

- Medical account – Maximum annual contribution is \$3,000
- Dependent care account – Maximum annual contribution is \$5,000

Long-Term Disability Insurance (Mandatory participation)

- 20% Appointee / 80% Commission contribution
- Benefits paid at 66 2/3% of salary, maximum of \$5,500/month

Supplemental Long-Term Disability Insurance (Voluntary participation)

- 100% Appointee / 0% Commission contribution
- Benefits paid at 66 2/3% of salary that exceeds \$99,000, capped at \$150,000

Life Insurance/AD&D Insurance (20% Appointee / 80% Commission contribution)

- Benefit is 2 times base salary; maximum benefit is \$200,000 each

Supplemental Life Insurance (100% Employee contribution)

- Benefit is up to 3 times base salary; maximum benefit is \$300,000

Sick Leave Bank (Full-time appointments only. Not available to part-time Commissioners and Merit Board)

- Contribute leave hours each year
- Eligible for up to 66 work-days or 396 hours in 12-month period

Leave Programs – (Pt-time Commissioners and Merit Board only receive holiday leave)

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|----------------------------|------------------------------|
| • Annual: 15 days per year | • Personal: 3 days per year |
| • Sick: 15 days per year | • Holidays: 10 days per year |

Other Benefits

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|-------------------------------------|------------------------|------------------------------|
| • Employee Assistance Plan | • Flextime | • Tuition Assistance Program |
| • Credit Union | • Long Term Care (LTC) | • Work-Life Program |
| • Childcare/Eldercare Referral Plan | • Legal Service Plan | |

This summary is provided for information purposes only and is not, nor should be construed as an employment agreement with the M-NCPPC, implied or actual. It is not all-inclusive and is subject to change. For a more detailed description of benefits, please contact the Commission's Health and Benefits Office at 301-454-1685.