



BENEFIT SUMMARY FOR PART-TIME COMMISSIONERS

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 (M-NCPPC). All plans are optional except Long Term Disability plan.

Retirement Programs

- Optional 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.
- Deferred Compensation ICMA-RC 457 plan (Optional)
 - 2009 – 100% of salary to a maximum of \$16,500; Age 50 Catch-up is an additional \$5,500

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

- Blue Cross Blue Shield Point-of-Service Plan (POS)
- Aetna Select Health Plan (HMO)
- UnitedHealthcare Select Plan (EPO)
- Caremark Prescription Plan (retail and mail-order)
- MetLife Dental Plan (PPO)
- Vision Service Plan (20% Employee/80% Commission contribution)
 - Low option – Benefits available every other calendar year
 - Moderate option – Benefits available every year for exam & every other year for glasses
 - High option – Benefits available every calendar year (employee pays difference for high)

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 \$4,200/month

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 in 12-month period

Leave Programs

- Holidays: 10 days per year

Other Benefits

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

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 & Benefits Office.