



2026 Benefit Summary For Term Contract Employees

The following benefit summary is provided for informational 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. Benefits listed are extended to all Term Contract employees of the Maryland-National Capital Park and Planning Commission (M-NCPPC).

Eligibility

You have 45 days from your hire date to elect your benefits. Your coverage begins on the first of the month following receipt of your enrollment forms and required documentation. All Term Contract employees are eligible for coverage under the following M-NCPPC's benefits package.

Retirement Program

- Deferred Compensation IRC 457 plan (MissionSquare)
- Traditional and Roth IRAs

Health Insurance Plans (Employee Pays 35%: Commission Pays 65%)

- Medical
 - Kaiser Permanente Health Maintenance Organization (HMO) with Prescription Plan
 - UnitedHealthcare Select Plan (EPO)
- Prescription: CVS Caremark Prescription Plan

Flexible Spending Accounts

- Medical Account - Maximum annual contribution is \$3,300
- Dependent Care Account - Maximum annual contribution is \$7,500

Leave Programs

- Accrued Leave: 75 hours (based upon worked hours)
- Holidays: 10 days per year
 - 7.5 hours if you are scheduled to work 37.5 hours per week
 - 5.0 hours if you are scheduled to work less than 37.5 hours per week

Other Benefits

- Credit Union

For a more detailed description of benefits, please see the appropriate benefits brochure, service agreement or manual. For more information, contact The Health and Benefits Office at benefits@mncppc.org or 301-454-1694.