BCPL Benefits Guide for Full-time Staff

Paid Leave Time per year
• 20 Vacation days (increasing to 25 days over time)
• 15 Sick days
• 7 Personal days
• 9.5 Holidays

Retirement Plan Options
• Maryland State Retirement Pension System (Enrollment is mandatory)
  o 10 year vesting period for employees hired after 7/1/2011
  o 7% employee contribution deducted out of 26 paychecks
• Baltimore County Employees’ Retirement System - for employees in positions that do not provide direct library service to customers (Enrollment can be deferred for 2 years)
  o 10 year vesting period for employees hired after 7/1/2007
  o 7% employee contribution deducted out of 26 paychecks
• 457 Deferred Compensation Plan (Voluntary, can start and end at any time)
  o Pre-tax contributions
  o No match by the employer

Health Insurance Options (employee contribution required, deducted from 24 paychecks)
• Medical and Prescription
  o Cigna Open Access Plus In Network (OAPIN)
  o Cigna Open Access Plus (OAP)
  o Kaiser Permanente (HMO)
• Dental
  o CareFirst Traditional Dental
  o CareFirst Preferred Dental
  o Cigna Dental DHMO (HMO)
• Vision
  o CareFirst Select Vision

Flexible Spending Account (Renewable annually)
• Medical (out-of-pocket) expenses
• Dependent care expenses

Basic Term Life insurance

Employee Assistance Program

Note: Paychecks are Bi-weekly (Every other Wednesday)