

Chevy Chase Village Person. Benefits and Related Costs

Benefit	Description	Approximate Annual Cost (FY2017 Proposed Budget)
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Benefit Costs Borne by the Village

Village pays for 75% of the medical premium, regardless of the coverage level (employee only, employee/spouse, employee/child(ren), family). The Village also funds the equivalent in-network deductible, which ranges from \$1,500 to \$4,000 per employee, per year. This plan covers general medical care, specialists, hospital and prescriptions. This plan is eligible for coverage after separation under COBRA.

\$ 299,165
(includes medical, dental and vision)

Medical Insurance

Village pays for 75% of the medical premium, regardless of the coverage level (employee only, employee/spouse, employee/child(ren), family).

Dental Insurance

Village pays for 75% of the medical premium, regardless of the coverage level (employee only, employee/spouse, employee/child(ren), family).

Vision Insurance

A \$60,000 benefit for each employee. The Village pays for the entire premium.

Life Insurance

Provides 60% of an employee's base salary when unable to work due to injury, illness, child birth, etc.

Short and Long Term Disability Insurance

After first year of employment, the Village contributes 10% into a plan; the plan investments are determined by the employee. Employee are not able to contribute directly to this plan. Employees vest at 20% after three years, increasing by 20% each year until reaching 100% at seven years.

Defined Contribution

Worker's Compensation

Provides coverage of medical expenses due to injuries suffered in the course of employment.

\$ 44,900

Note: This coverage is State-mandated.

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Paid Time Away from Work

Paid time for absences from work for reasons other than illness or medical care. This leave must be approved in advance. The annual amount accrued is based upon and increases as your years of service increase with a base of 88 hours (11 days) earned per year in the first year of employment and a maximum of 200 hours (25 days) earned per year at 21 years of employment and beyond. Hours in excess of 240 at the end of the calendar year are forfeited. At separation, employees are able to receive compensation for their accrued leave up to a maximum of 240 hours (30 days).

Paid time for absences from work due to illness or to obtain medical care for the employee or their immediate dependents. All employees accrue one day of sick leave for each month worked. Employees who have accrued more than 240 hours (30 days) of leave during a calendar year, are entitled to compensation at a rate of one-third day's pay for each sick day so accrued, not to exceed three days. Upon retirement, employees are entitled to receive compensation equal to 1/3 of their accumulated sick leave balance.

Afforded due to the loss of an immediate family member (up to 3 days), or a close family member (1 day).

Afforded as required with documentation for each hour/day of work missed.

Afforded as required with documentation. Employees are paid the difference between their Village and military salary, where applicable, at a rate not to exceed 10 days per year, with an additional five days per year provided for travel due to military service.

No separate budget allocation. The annual cost is absorbed in salaries. The eligible payout due at separation is not budgeted.

\$ 18,750

No separate budget allocation.

No separate budget allocation.

No separate budget allocation.

Annual (Vacation) Leave

Sick Leave

Bereavement Leave

Jury Duty Leave

Military Leave

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When required, afforded at the consent of the Village Manager for official purposes not within the employee's control (i.e., office closures due to weather, during an investigation into the employee's conduct, etc.)

No separate budget allocation.

Administrative Leave

Professional Development

Subject to the Village Manager's approval, employees may attend job-related conferences, seminars and training for personal and/or organizational professional development. Subject to the Village Manager's approval, employees may join job-related professional organizations for personal and/or organizational professional networking and development.

\$ 14,650

\$ 1,000

(This does not include organizations to which the Village 'government' is a member such as MML, CCCFH, etc.)
\$ 800

Conferences, seminars and training.

Individual membership in organizations.

Mileage reimbursement

If a Village is not practical or available, employees are entitled to reimbursement for any miles driven in their personal vehicle in attending pre-authorized meetings, training and events for their job.

General Compensation

Initial salaries are based upon the grade assigned to an employee's position on the Village's pay scales (one each for police and non-police employees) beginning at Step 1 of the respective grade. Employees are eligible for an annual 4% salary increase pending a satisfactory performance evaluation commensurate with their anniversary date, and pursuant to the Board-approved annual pay scale, which goes into effect July 1 of each year, through the fourteenth year of employment.

\$ 2,207,234

Base Compensation: Annual Step/Merit Increase Overtime

Per Fair Labor Standards Act requirements, non-contract and non-Department Head employees are eligible for

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compensation at a rate of one and one-half hours of normal compensation for each hour worked in excess of 40 hours (non-sworn employees) in a pay week (one week) and 86 hours (sworn employees) in a pay period (two weeks).

The Board decides whether to approve an annual adjustment each year as a part of the Board's approval of the annual operating budget. The adjustment is afforded to all employees, and is based on the annual consumer price index issued by the Bureau of Labor Statistics for the Baltimore-Washington region. This amount varies from year-to-year.

\$ 0

(The Bureau of Labor Statistics' Consumer Price Index for 2015 reflected no increase.)

No separate budget allocation. The annual cost is absorbed in salaries.

Employees receive an additional one and one-half hours for each hour worked on a Village-recognized holiday.

Holiday Pay

Employees who do not have to work on a Village-recognized holiday are compensated at their normal rate for a regularly scheduled work day.

Benefits for Which the Cost is Borne Solely by the Employee

\$ 0

Employee contributes via pre-tax payroll deductions into investment accounts they choose for retirement purposes.

\$ 0

Provides additional insurance coverage and coverage may be continued after separation.

Deferred Compensation

Supplemental Insurance