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benefits

HEALTH PLANS

- Care First BC/BS TripleChoice Plan - County employees currently pay 20% of premium
- Care First BC/BS MPOS Plan – County employees currently pay 10% of premium
- Optimum Choice/MAMSI HMO – County employees pay 10% of premium

DENTAL PLANS

- CIGNA Dental PPO - no charge to employee depending on health plan
- CIGNA Dental Care DMO - no charge to employee

VISION PLAN

VSP - no premium cost to employee, provides annual exam and payment towards purchase of glasses or contacts.

FLEXIBLE SPENDING ACCOUNTS

Offered as an opportunity to set aside monies before Federal, State and Social Security taxes are withheld for expenses.

- Health Care Reimbursement - Up to \$5,000 each year for eligible medical, dental and other related health care.
- Dependent Care Reimbursement - Up to \$5,000 each plan year, for dependent (child or adult) day care because an employee and spouse work. Subject to plan provisions and federal regulations.

OPT OUT INCENTIVE

Employees having other health insurance coverage may choose to opt out of the County health insurance plan and receive additional compensation each pay period.

LIFE INSURANCE

- \$10,000 term insurance for represented employees at no charge
- Additional optional employee, spouse and dependent coverage available at group rate
- One times annual salary if killed in line of duty

VOLUNTARY BENEFITS

Available to employees via payroll deduction:

- Short Term Disability Protection
- Universal Life with Long Term Care Rider
- Long Term Life
- United Legal Benefits
- Auto and Homeowners Insurance

PENSION PLAN

Fire Service Plan - Normal Retirement after 20 years of service or age 50 and 5 years of service.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Free, confidential counseling for employee and family members four times per year, per problem, per family member; also counseling on legal & financial issues; assistance in locating child care and elder care.

DEFERRED COMPENSATION

- Section 457 Plan - Tax deferred invest plan
- No County contributions
- Defer up to \$15,500 per year, tax deferred, with investment options available through T. Rowe Price.

ANNUAL LEAVE

Employees represented by a collective bargaining unit accrue annual leave each year based on the following schedule:

- Less than 5 years - 10 days
- 5 to less than 10 years - 15 days
- 10 to less than 20 years - 20 days
- 20 years and more - 25 days

HOLIDAYS

County provides 15 days annual leave in lieu of scheduled holidays per calendar year.

DISABILITY LEAVE

Classified employees accrue disability leave at a rate of 15 days a year.

EDUCATIONAL ASSISTANCE

Up to \$800 reimbursement for tuition costs per fiscal year for members of the Fire Union.

DIRECT DEPOSIT

Employees may elect to have their paycheck direct deposited to a bank, savings and loan or credit union account of their choice.

CREDIT UNION

Employees may join the Anne Arundel Employees Federal Credit Union. A variety of benefits are offered to members.

Anne Arundel County Office of Human Resources, Benefits Section • 410- 222-7400



BENEFITS, PROMOTIONAL INFORMATION

PROMOTIONAL INFORMATION

The entry-level position with Anne Arundel County Fire Department is as a Firefighter II. Listed below are the minimum requirements and salary ranges for promotional opportunities up through Fire Captain. Advanced career positions in the department include: Battalion Chief, Division Chief, Deputy Chief and Chief of the Department.

Employees who possess certification in Advanced Life Support are eligible for non-competitive promotion to the higher rank of Firefighter/Emergency Medical Technician - Intermediate or Firefighter/Emergency Medical Technician - Paramedic.

In addition to operational assignments in Fire Stations, promotions in the Fire Department include assignments in EMS, Training and Research, Fire Marshal (to include Investigations and Inspections), Communications and other administrative staff assignments.

Title/Position	Grade	Salary Range	Minimum Requirements
Firefighter III	F-02	Effective 07/1/07 \$36,773 - \$69,131 Effective 07/1/08 \$37,876 - \$74,765	Graduation from high school; two or more years of experience as a firefighter in the classified service of the Anne Arundel County Fire Department; and a valid non-commercial class B motor vehicle operator's license.
Firefighter/Emergency Medical Technician - Intermediate	F-03	Effective 07/1/07 \$38,612 - \$72,587 Effective 07/1/08 \$39,770 - \$78,503	Graduation from high school; successful completion of the Anne Arundel County Fire Training Academy program, one year as a firefighter II in the classified service of Anne Arundel County Fire Department, certification as a nationally registered Emergency Medical Technician – Intermediate and certification by the Maryland State EMS Board; and a valid non-commercial Class B motor vehicle operator's license.
Firefighter/Emergency Medical Technician-Paramedic	F-04	Effective 07/1/07 \$41,523 - \$76,285 Effective 07/1/08 \$42,769 - \$82,502	Graduation from high school; successful completion of the Anne Arundel County Fire Training Academy program, one year as a firefighter II in the classified service of the Anne Arundel County Fire Department, certification as a nationally registered Emergency Medical Technician - Paramedic and certification by the Maryland State EMS Board; and a valid non-commercial Class B motor vehicle operator's license.
Fire Lieutenant	F-05	Effective 07/1/07 \$46,988 - \$84,221 Effective 07/1/08 \$48,398 - \$91,085	Graduation from high school and five years of progressively responsible experience in the Anne Arundel County Fire Department; certification as a Fire Officer I by the Maryland Fire Service Personnel Qualifications Board; for assignment to the Emergency Medical Services Division, certification as a nationally registered EMT/Paramedic; and certification by the Maryland State EMS Board; and a valid non-commercial class B motor vehicle operator's license.
Fire Captain	F-06	Effective 07/1/07 \$49,719 - \$88,432 Effective 07/1/08 \$51,211 - \$95,639	One year of acceptable college education and six years of progressively responsible experience in the classified service of Anne Arundel County Fire Department, two years of which must have been at the level of Lieutenant; or graduation from high school and seven years of progressively responsible Anne Arundel County Fire Department experience, two years of which must have been at the Lieutenant level; certification as Fire Officer II by the Maryland Fire Service Personnel Qualifications Board; in addition, for assignment to the Emergency Medical Services Division, certification as a nationally registered EMT/Paramedic; and certification by the State EMS Board; and a valid non-commercial class B motor vehicle operator's license.