



# Benefits

**SHA offers excellent benefits to our employees.**

**Please Note:** The Maryland State Highway Administration will not sponsor new or transferred application of the H1B Visa. All applicants must be legally authorized to work in the United States under the Immigration and Reform Control Act of 1986 (**Permanent Resident or US Citizen**).

## Salary

The projected starting salary for the Transportation Engineer I is **\$49,468** (eff. July 01, 2011)

## Leave

### Vacation

Beginning of year 1 to end of year 5.....up to 10 workdays  
Beginning of year 6 to end of year 10.....up to 15 workdays  
Beginning of year 11 to end of year 20.....up to 20 workdays  
Beginning of year 21 to end of service .....up to 25 workdays

*The earning rate is prorated for part-time employees)*

### Personal Leave

A full-time employee is allotted 7 days of personal time each year. A full-time employee hired between July 1 and November 30 will be allotted 3 days of personal leave for the remainder of the calendar year. A full-time employee hired after November 30 will be allotted one personal leave day for the remainder of the year. A part-time employee will be allotted a percentage of personal leave equal to the percentage that the part-time position is funded.

### Sick Leave

Sick leave is a form of earned leave with pay. Sick leave is earned at the rate of one-and-one half hours for each 26 base hours worked. A maximum of 15 days of sick leave may be earned in a calendar year.

### Holiday Leave

There are 10 State holidays per calendar year. Holiday leave also covers general and congressional elections, but not primary elections. The observed holidays are:

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- General Election Day
- Thanksgiving Day
- Christmas Day

## **Healthcare Plans**

SHA offers Medical, Dental, Vision, Flexible Spending Accounts, and Prescription coverage. Employees can choose from a variety of plans from different carriers, including HMO, POS, and PPO for medical and DHMO and DPPO for dental. Moreover, the State subsidizes a portion of the costs for benefits: the State pays 80% of the cost for medical and prescription coverage and 50% of the cost for dental.

## **Retirement Plans**

Employees are vested in the contributory pension plan after five years of service. Early service retirement and two tax-deferred plans (401k and 457) are also available.

## **EIT/PE Review**

Review classes are available for EIT/PE exams. Fees for the PE exam may be eligible for reimbursement with a passing grade.

## **Education & Training**

Tuition Reimbursement is available if you are pursuing an approved undergraduate/graduate program, with an option to attend courses during work hours (up to 6 hours a week of administrative leave at your supervisor's discretion).

Employees also have the opportunity to participate in other SHA programs, including our Graduate Engineer Training Program (GETP), Advanced Leadership Program, and LEAD.

## **Additional Benefits**

In addition, all SHA employees have access to free transportation on MTA-operated services as well as the State Employees Credit Union (also open to family members!).