



# MARYLAND NATURAL RESOURCES POLICE

## EMPLOYEE BENEFITS

### Annual Leave:

- Employees begin to accumulate annual leave on the first day of employment.
- Annual leave cannot be used until the seventh month of employment.
- Annual leave is accrued bi-weekly at the following rate:
  - 0-5 years of service 10 days per year
  - 6-10 years of service 15 days per year
  - 11-20 years of service 20 days per year
  - 21+ years of service 25 days per year

**Personal Leave:** Employees get six personal days per calendar year. Days are prorated depending on your hire date.

### Sick Leave:

- Employees earn 15 days of sick leave every calendar year and accumulate on a bi-weekly basis.
- Unused sick leave hours are carried over into subsequent calendar years.

**Holiday Leave:** Employees will receive 11 or 12 holidays per year depending upon election cycle.

**Military Leave:** Employees in the armed forces are entitled to 15 days of military leave per calendar year for training.

**Vehicles:** Officers are issued state vehicles which can be used for off-duty use under certain restrictions.

**Fitness Bonus:** Officers who successfully pass the fitness test each year will receive a \$1,000.00 bonus.

**Clothing Allowance:** Officers receive a \$1500.00 per fiscal year clothing allowance.

### Health Insurance:

- Employees can participate in the State of Maryland Benefits package.
- Open enrollment occurs yearly
- Health options include: Vision, prescription drug, dental, life, accidental/death, behavioral health, child care
- Spending, and health care spending. See individual plans for specific packages.
- The state subsidizes medical, prescription drug and dental benefits.

### Retirement:

- Officers participate in the Law Enforcement Officers Pension System (LEOPS)
- Normal service retirement provides a lifetime benefit.
- Normal service retirement is age 50 or 25 years of eligibility service at any age.
- Visit the State Retirement Agency online at [sra.maryland.gov](http://sra.maryland.gov) or call 410-625-5555 for specific information.



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[DNR.MARYLAND.GOV/NRP](http://DNR.MARYLAND.GOV/NRP)

Please contact the recruiting officer with any questions at 443-221-8251  
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