



Fiscal 2020 Survey

County Health Benefits

The following abbreviations are used throughout this survey:

Ins.	Whether a county offers insurance.
Eff. Date	The effective date of the insurance plans.
Types	A list of the types of insurance offered and whether the county self-insures for health insurance.
Rx	Whether prescription coverage is included in the county's health benefits (Y/N)
Comm Law	Whether benefits extend to unmarried common law marriage partners of employees (Y/N)
Same Sex	Whether benefits extend to same sex live-in partners of employees (Y/N)
Plan	The plan used by most county employees.
%	An estimate of the percent of county employees using that plan.
Provider	The provider of the plan used by most county employees.
Updated	The date this information was last updated by the county.

Compensation Survey System
General Health Benefits Summary Report
11/01/2019

Section A: Details

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
ALLEGANY COUNTY	Y	07/2019	PPO,Self	Y	N	N	PPO	95%	CareFirst	0.00%	11/01/2019
Anne Arundel County	Y	01/2019	HMO,PPO,EPO	Y	N	N	HMO	48%	CareFirst	17.00%	09/24/2019
Baltimore County	Y		HMO,PPO,EPO	Y	N	N	Open Access Plus In-Network (OAPIN)	71%	Cigna	0.00%	10/31/2019
Calvert County	Y	07/2019	HMO,PPO,Self,HMO / PPO hybrid	Y	N	N	HMO	63%	CareFirst	21.16%	09/26/2019
Caroline County	Y	01/2014	EPO	Y	N	N	EPO	90%	Carefirst	0.00%	10/31/2019
Carroll County	Y	01/2020	PPO,Self,EPO	Y	N	N	EPO	75%	United Healthcare	0.00%	10/31/2019
Cecil County	Y		HSA,PPO,Self	Y	N	N	Standard PPO	60%	Carefirst BC/BS	0.00%	09/24/2019
Charles County	Y	07/2019	HMO,POS	Y	N	N	POS	0%	CareFirst	0.00%	08/14/2019
Dorchester County	Y		HMO,PPO,POS	Y	N	N	In Network HMO	99%	Dorchester County Self Insured	0.00%	09/17/2019
Garrett County	Y	07/2019	HSA,PPO,POS	Y	N	N	POS	88%	UMR - United Healthcare	0.00%	10/30/2019
Harford County	Y	07/2019	HMO	Y	N	N		97%	CareFirst	0.00%	10/29/2019
Kent County	Y	07/2019	PPO	Y	N	N	PPO	95%	CIGNA	0.00%	10/11/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019
Somerset County	Y	07/2019	HMO	Y	N	Y	Single	0%	Carefirst Bluechoice	0.00%	10/07/2019
St. Mary's County	Y	07/2020	HMO,POS,Self	Y	N	N	POS	60%	CareFirst	\$801.67	10/30/2019
Talbot County	Y	07/2019	Self	Y	N	N		81%		0.00%	10/24/2019

Section B: Comments

Entity	Comments
ALLEGANY COUNTY	
Anne Arundel County	CareFirst Blue Choice HMO Open Access Plan
Baltimore County	Medical Benefits are the same for all job categories.
Calvert County	Employees are also given a \$35.42 benefits credit each pay period.
Caroline County	
Carroll County	
Cecil County	
Charles County	
Dorchester County	
Garrett County	POS Medical/RX only Without Wellbeing Incentive With Spousal Surcharge
Harford County	
Kent County	
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.
Somerset County	
St. Mary's County	
Talbot County	

Compensation Survey System
Police/Sheriff Health Benefits Summary Report
11/01/2019

Section A: Details

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
Baltimore County	N			N	N	N		0%		0.00%	10/31/2019
Calvert County	Y	07/2019	HMO,Self,HMO / PPO hybrid	Y	N	N	HMO	63%	CareFirst	0.00%	08/30/2019
Garrett County	Y	07/2019	HSA,PPO,POS	Y	N	N	POS	88%	UMR - United Healthcare	0.00%	10/30/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019
Somerset County	Y	07/2019	HMO	Y	N	Y	Single	0%	Carefirst Bluechoice	0.00%	10/07/2019
St. Mary's County	Y	07/2020	HMO,POS,Self	Y	N	N	POS	60%	CareFirst	0.00%	10/30/2019

Section B: Comments

Entity	Comments
Baltimore County	
Calvert County	Employees receive a \$35.42 benefit credit each pay period
Garrett County	POS Medical/RX only Without Wellbeing Incentive With Spousal Surcharge
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.
Somerset County	
St. Mary's County	

Compensation Survey System
Fire/EMS Health Benefits Summary Report
11/01/2019

Section A: Details

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
Baltimore County	Y	01/2020	PPO,EPO	Y	N	N	Open Access Plus In-Network (OAPIN)	71%	Cigna	0.00%	10/31/2019
Calvert County	N			N	N	N		0%		0.00%	08/30/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019

Section B: Comments

Entity	Comments
Baltimore County	
Calvert County	
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.

Compensation Survey System
Corrections Health Benefits Summary Report
11/01/2019

Section A: Details

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
Calvert County	Y	07/2019	HMO,Self,HMO / PPO hybrid	Y	N	N	HMO	63%	CareFirst	0.00%	08/30/2019
Garrett County	Y	07/2019	HSA,PPO,POS	Y	N	N	POS	88%	UMR - United Healthcare	0.00%	10/30/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019
Somerset County	Y	07/2019	HMO	Y	N	Y	Single	0%	Carefirst Bluechoice	0.00%	10/07/2019
St. Mary's County	Y	07/2020	HMO,POS,Self	Y	N	N	POS	60%	CareFirst	0.00%	10/30/2019

Section B: Comments

Entity	Comments
Calvert County	employees receive a \$35.42 benefit credit each pay period
Garrett County	POS Medical/RX only Without Wellbeing Incentive With Spousal Surcharge
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.
Somerset County	
St. Mary's County	