Join Team MDOT!

The Maryland Department of Transportation has a broad range of career opportunities. MDOT has positions for high-level or entry-level, skilled trades or executives, behind the wheel or behind a desk — there truly is a place for everyone. Good jobs, good benefits, all while serving the citizens of our great state. Read on to discover the many benefits of working at MDOT. For more information or for positions available, call the MDOT Job Hotline at 410-865-1073 or search current openings online at governmentjobs.com/careers/mdotmd.

 THERE’S A JOB FOR YOU AT MDOT

Administration and Business Management: Jobs range from Fiscal Analysts to Customer Service Agents, from Auditors to HR Specialists.

Engineering and Planning: MDOT depends on Transportation Engineers, Planners, Technicians, Surveyors, Cartographers and GIS Analysts.


Information Technology: IT makes MDOT work — from Network Specialists to Database Managers, from Programmer Analysts to Webmasters.

Maintenance and Skilled Trades: Help keep MDOT running as a Mechanic or Highway Operations Technician, Carpenter, Electrician or Plumber.

Police and Public Safety: Protect our infrastructure as a Police Officer, Firefighter or Paramedic, Dispatcher or Emergency Response Technician.

Transportation, Distribution and Logistics: Move Maryland as a Bus or Rail Operator, Fare Inspector, Logistics Manager or ITS Technician.

And that’s only a small selection of opportunities at MDOT — Many more careers available.

To learn more about job opportunities with the Maryland Department of Transportation visit our jobs website at governmentjobs.com/careers/mdotmd or scan the barcode to the left.
The Benefits of MDOT

PAY RATE
Salaries are determined according to job classification and pay grade. Classification levels are well-defined to provide employees with valuable information for career planning. The salary structure includes 26 grades, each grade contains 20 incremental steps.

DIRECT DEPOSIT
Employees are advised at the time they are hired that their net pay will be paid via direct deposit to their financial institution, unless specified otherwise.

HEALTH BENEFITS
Employees are given the opportunity to join a State subsidized health insurance plan. Health benefits include a variety of options:

- Choice of several major medical plans
- Vision
- Term Life insurance
- Dental
- Prescription
- Flexible Spending Accounts (FSA)
- Accidental death and dismemberment plan

RETIREMENT BENEFITS
Employees participate in a contributory defined benefit pension plan. Employees are also eligible to participate in a supplemental retirement plan: the 457 Deferred Compensation Plan or the 401(k) Savings and Investment Plan.

LEAVE BENEFITS
Annual Leave
The amount of annual leave earned depends on the length of the employee’s State service. Annual leave is earned in the following increments:

<table>
<thead>
<tr>
<th>Employment</th>
<th>Annual Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5 years</td>
<td>10 days per year</td>
</tr>
<tr>
<td>6-10 years</td>
<td>15 days per year</td>
</tr>
<tr>
<td>11-20 years</td>
<td>20 days per year</td>
</tr>
<tr>
<td>21+ years</td>
<td>25 days per year</td>
</tr>
</tbody>
</table>

Employees may carry-over up to 75 days of annual leave from one calendar year to the next. Upon separation from State service, employees shall be compensated for accrued annual leave (amount allowed by policy), after at least 6 months of service.

Personal Leave
Full-time employees are granted seven personal days per year. Upon hire, new employees receive 1-7 days of personal leave, determined by the date of hire.

Sick Leave
Full-time employees earn 15 days of sick leave per year. There is no limit to the number of sick days an employee may accrue or carry-over into a new calendar year. Accrued sick leave is credited to employees’ service time at retirement.

Leave Bank and Leave Donation Program
Employees may receive leave for a serious and prolonged medical condition after their leave has been exhausted. New employees are eligible to join the State Employees’ Leave Bank and are eligible to request leave after 90 days of establishing their membership. There is also a donated leave program in which employees may donate leave to co-workers for certain medical conditions.

Other Types of Leave:
- Holidays (at least 10 per year)
- Bereavement
- Compensation
- Work Injury
- Emergency release
- Religious observances

Paid leave is also granted for the following: jury duty; military service or training for up to 15 work days per year; summoned court appearances, if the employee is not a party to the action or a paid witness; and up to four hours for State Government employment exams or interviews.

TUITION REIMBURSEMENT PROGRAM
Participants in this program must be permanent employees who have successfully passed an initial probationary period. Reimbursement is at the University of Maryland per credit charge in effect at the time reimbursement is requested. Reimbursement is dependent upon the availability of funds.

FLEXTIME AND TELEWORK
Many MDOT agencies offer their employees flexible work schedules. There is a Teleworking Program in which employees and their supervisors have an arrangement where the employees may work at home, at a satellite office, or at a Telework Center on selected work days.

PART-TIME EMPLOYEES
All permanent, part-time employees earn salaries that are pro-rated for the number of hours worked. These employees also earn pro-rated leave. Employees who are actively employed at least 50% of the work week are entitled to receive full health insurance benefits, may join the State Employees Credit Union, and may participate in special programs offered.

STATE EMPLOYEES CREDIT UNION (SECU)
The Maryland State Employees Credit Union is a not-for-profit financial institution, available to State employees and their families. Services include: online banking, bill pay, certificate of deposits, checking, savings, and money market accounts and business, auto, home, and student loans.

SMARTWORK - STUDENT LOAN REPAYMENT PLAN
Employees in the following classifications may be eligible for student loan repayment:

- Computer Network Specialist Trainee, I, II, and Lead
- Database Specialist I, II
- IT Programmer Analyst I, II, Lead/Advanced
- MDTA Police Officer Recruit, Officer I, Officer II, Senior Officer, Corporal, Sergeant, First Sergeant, Lieutenant
- MDOT MVA Nurse Case Reviewer
- Police Officer I, II, III (MDOT MVA)
- Transportation Design Engineer I, II, III, IV
- Transportation Engineer I, II, III, IV

For more information, please visit: https://dbm.maryland.gov/employees/Pages/SmartWork.aspx