



Department of the Environment

GREAT REASONS TO WORK FOR MDE

1. Protect the Environment

MDE Employees share a commitment to the Department's mission of environmental protection and restoration. MDE is leading the effort in areas such as stormwater protection, elimination of childhood lead poisoning, water quality standards, and climate change. MDE encourages employees to think creatively and develop systems and solutions to address our environmental challenges.

2. Save on Gas and COMMUTE TO WORK FOR FREE!

Permanent State employees get a great benefit that is increasingly valuable these days: free use of the MTA bus and light rail! Just show your ID and ride for free --keep your gas in your tank, that carbon out of the air, and your car at home.

3. Flexible Work Schedules

MDE recognizes that our employees have lives beyond the office! The Department is very committed to helping employees balance work demands with personal values. Several work schedule options include flextime, telework, and compressed workweeks.

4. Our Diverse Workforce

MDE values the diversity of its workforce. Scientists and other skilled professionals from around the world have chosen careers at MDE. You will work in a diverse environment and be exposed to a wide variety of cultures and languages.

5. Employee Incentive Programs

MDE takes pride in the valuable and important work performed by staff and conducts frequent events to recognize those employees who go above and beyond the call of duty. Cash awards are also available in recognition of outstanding service.

6. Tuition Reimbursement

Tuition reimbursement is available to employees who pursue higher education or education development.

7. Excellent Health Benefits

MDE offers many choices to fit your needs. These include several major medical plans such as Aetna, Carefirst BlueCross/BlueShield, and others. We also offer vision coverage, life insurance, dental insurance, prescription coverage, health care and dependent care spending accounts, long-term care insurance, and accidental death and dismemberment coverage.





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8. Retirement Plans

Employees in the State pension system are vested after five years of State service. State employees are also offered two supplemental retirement plans: the 457 Deferred Compensation Plan, and the 401(K) Savings and Investment Plan. In most recent years, the State has provided matching funds when employees contribute to these plans. Free counseling from Nationwide Retirement Solutions, the firm that helps State employees save for retirement, can help.

9. Our Terrific, Environmentally-Friendly Montgomery Park Location

MDE is located in downtown Baltimore; our office is accessible by light rail (we provide a free shuttle from the nearest station) or bus, and next to both a public park for lunchtime walks, and a golf course used by the MDE Golf Club. Baltimore's Ravens' and Orioles' stadiums are short drives from the office, as are the Inner Harbor and the great historic neighborhood of Federal Hill, home of wonderful local restaurants and the vibrant Cross Street Market. Montgomery Park is in a restored and reclaimed industrial site featuring a green roof and use of recycled and environmentally-friendly products in the building. Employees can enjoy the building's small food court and, if you eat too many of the tasty cookies, you can work out in the reasonably-priced health club. All employees have free on-site parking.

10. On-Site Child Care Center

The on-site daycare center, Zoned for Kids, offers convenient hours and provides developmental programs and childcare services for children from six weeks to twelve years old.

11. A Great Experience

You will work with the best and brightest administrators, engineers, environmental scientists, natural resource planners, and program managers, who will help you learn about Maryland's environment and your role in protecting it. You will have learning experiences that you can take with you whether you pursue the environment as a career opportunity or go to work for another agency. MDE jobs offer excellent experience and a chance to make a difference.

