



# County of Imperial

## Department Head Benefit Information

### Benefits

The County of Imperial provides a comprehensive benefit package which include: Employer sponsored health plans provided in the United States as well as within the neighboring border of Mexico. Our health plan fully covers preventative care and includes Telehealth services both medical and mental coverage. The health package includes enhanced care benefits such as Carrum Health surgical benefit, Hinge Health physical therapy, Livongo Diabetes Management, Maven Parenthood Care and prescription coverage through Express Scripts. Optional dental and vision plans available along with an HRA and 125 flex-benefit plan. Additional benefits include paid time off, a tuition stipend and a car allowance.

The County participates in the Imperial County Employment Retirement System (ICERS) with reciprocity with CALPERS.

The following is only a summary of benefits. Eligibility is determined by applicable program guidelines. Benefits for Elected Officials may vary.

#### Health Insurance

- Medical Insurance: this cost is shared between the employee and the County through pretax biweekly employee deductions and County Contributions.
- Dental & Vision: the Dental and Vision premium is gifted and paid for by the the County on a biweekly basis.
- Life Insurance: \$175,000 of Basic Life & Basic AD&D coverage paid 100% by the County.
- Supplemental Life Insurance: additional life insurance is gifted at \$15.00 biweekly towards the premium cost.
- Health Reimbursement Account (HRA): the HRA benefit is gifted in the amount of \$2000 every 24 months paid by the County, non-accumulative.
- Flexible Spending Account: optional Health and Dependent Care flexible spending accounts paid through pretax employee biweekly deductions.

#### Additional Benefits

- Tuition Stipend of \$600 on the first full pay period of every fiscal year.

#### Retirement Plan

- Participation in the Retirement Health Benefits: The employee must work a minimum of 5 years with the County to be eligible to elect Health coverage with the County once retired. County contributions vary by years of service.
- Voluntary Deferred Comp 457 Plan: Employee contributions only, with limit set by the IRS.

#### Paid Time Off

- Holidays: 12 regular holidays plus your birthday holiday.
- Sick Leave: 12 days per year with unlimited accumulation.
- Sick Leave Buy-Back: cash out a portion of accrued sick hours per fiscal year, based on accumulated time.
- Vacation: 15 days per year, accrual cap of 240 hours, vacation available after completion of 1 year of employment.
- Vacation Buy-Back: cash out up to 40 hours.
- Administrative Leave: 60 hours of administrative leave per fiscal year, use by June 15, non-accumulative.

For more information please contact our office:

Office Hours:  
Monday through Friday 8am to 5pm  
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**Human Resources**  
& Risk Management  
COUNTY OF IMPERIAL

Visit our Webpage  
<https://hr.imperialcounty.org>

