

# IMPERIAL COUNTY TRANSPORTATION COMMISSION

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## EMPLOYEE BENEFIT PROGRAM

RETIREMENT UNDER IMPERIAL COUNTY EMPLOYEE RETIREMENT SYSTEM (1937 ACT);

EMPLOYER PAID EMPLOYEE BENEFIT PROGRAM

MEDICAL (BLUE SHIELD GOLD FULL PPO PLAN, WITH A \$500 DEDUCTIBLE), DENTAL (PRINCIPAL) AND  
VISION (MES VISION) PLANS;

PAID TERM LIFE INSURANCE (\$50K)

Voluntary Supplemental Life Insurance Benefit Options available for employees / dependents;

PAID TIME OFF (PTO) INCLUDES THE ACCRUAL OF LEAVE FOR VACATION, SICK AND ADMIN;  
PTO ACCRUALS ARE BASED ON EMPLOYEE CLASSIFICATION AND CONSISTENT WITH SERVICE YEARS;

TWELVE (12) PAID HOLIDAYS PER CALENDAR YEAR INCLUDING A PERSONAL FLOATING HOLIDAY;

OTHER BENEFITS ALSO OFFERED WILL INCLUDE FLEXIBLE SPENDING ACCOUNTS, 457 DEFERRED  
COMPENSATION, SHORT-TERM DISABILITY LEAVE (SDI), AND THE OPPORTUNITY TO PURCHASE ADDITIONAL  
SUPPLEMENTAL BENEFITS THROUGH AFLAC OR COLONIAL.

## MANDATED EMPLOYEE BENEFITS

COBRA

DISABILITY

FAMILY AND MEDICAL LEAVE ACT

FLSA OVERTIME

SOCIAL SECURITY DISABILITY INSURANCE (SDI)

UNEMPLOYMENT BENEFITS (UI)

WORKERS COMPENSATION

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## HOLIDAY(S)

January 1<sup>st</sup>

The third Monday in January

The third Monday in February

Friday before Easter in April

The last Monday in May

July 4<sup>th</sup>

The first Monday in September

November 11

The Thursday in November appointed as Thanksgiving

The Friday following Thanksgiving

December 25<sup>th</sup>

Birthday holiday/floating holiday