



**PUBLIC AUTHORITY**  
**IN-HOME SUPPORTIVE SERVICES**  
SAN DIEGO COUNTY

## **BENEFIT SUMMARY**

Below is a brief summary of benefits available to regular full-time employees of the IHSS Public Authority

### **Medical**

Medical coverage is through United Health Care HMO. 100% of the premium cost for the employee and 70% of the premium cost for dependents is paid for by the Public Authority.

### **Dental**

Dental coverage is through MetLife. 100% of the premium cost for the employee and 50% of the premium cost for dependents is paid for by the Public Authority.

### **Vision**

Vision coverage is through VSP. 100% of the premium cost for the employee and 50% of the premium cost for dependents is paid for by the Public Authority.

### **Life Insurance**

Life insurance is through Unum. 100% of the premium cost for the employee is paid for by the Public Authority. Life insurance is equal to 1 times the employee's annual salary. The employee is able to increase the insurance amount and/or add dependent life insurance at the employee's cost.

### **Retirement**

The Public Authority provides a Money Purchase Pension Plan to all employees. The equivalent of 8% of the employee's annual salary is paid into the plan on behalf of the employee - at no cost to the employee. The employee is vested at a rate of 20% per year until fully vested after 5 years.

A 457b Retirement Savings Plan is also available to employees by payroll deduction.

### **Employee Assistance Plan (EAP)**

The EAP is administered through Aetna and provides employees with assistance for personal, family, or legal, issues at no cost to the employee.

### **Vacation**

A newly hired employee earns vacation at the rate of 4.62 hours per pay period which is equivalent to approximately 3 weeks of vacation after the first year of employment.

### **Sick Leave**

Employees earn 2.46 hours of paid sick leave per pay period which is equivalent to approximately 8 paid sick days per year.

**QUALITY SERVICE = QUALITY CARE**

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