

INYO COUNTY BENEFITS AND COSTS 2012
INYO COUNTY EMPLOYEES ASSOCIATION (ICEA)

HEALTH INSURANCE – MEDICAL

PERS Choice (PPO 80/20 Plan)

Employee Only

Monthly Premium	\$526.19/mo.
County portion	\$472.83/mo.
Employee portion	\$53.36/mo.

Employee + One Dependent

Monthly Premium	\$1052.38/mo.
County portion	\$945.66/mo.
Employee portion	\$106.72/mo.

Employee + Family Coverage

Monthly Premium	\$1368.09/mo.
County portion	\$1229.36/mo.
Employee portion	\$138.73/mo.

County reimburses 50% of each deductible met for employee and dependent coverage enrolled in PPO plans.

County will pay \$200, \$400 or \$600 per month to each employee who has other medical coverage and has opted out of the County's medical plan.

LIFE INSURANCE **\$7.40/mo.**

County pays for \$20,000 of term life insurance on employee only.

DENTAL INSURANCE- Delta Dental **\$70.00/mo.**

County pays 100% for employee and dependents.

VISION INSURANCE – Vision Service Plan **\$13.00/mo.**

County pays 100% for employee and dependents.

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SHORT-TERM DISABILITY

County pays for employee (1% of gross pay to a maximum of the current State of CA rate).

PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)

County pays for employee (7% of gross pay) less Social Security adjustment. Employer-paid Member Contribution (EPMC) reported as wages.

VACATION

10 days after 1 year of continuous service;
15 days after 3 years of continuous service;
additional 1 day per year after 10 years, to a maximum of 25 days per year.
May accrue up to a maximum of 35 days.

SICK LEAVE

15 days per year (accrues) – No max out

FLEX DAYS

5 days per fiscal year (does not accrue)

HOLIDAYS

11 days per year

SAFETY SHOES

Designated positions - \$150/yr.

LONGEVITY PAY

2% after 10 years of service
Additional 2% (=4%) after 15 years of service
Additional 2% (=6%) after 20 years of service
Additional 2% (=8%) after 25 years of service

OPTIONAL PLANS

Deferred Compensation Plans
Credit Unions
Additional Life Insurance
Educational Allowance -\$350/yr.
Flex Benefit 125 Program