

**INYO COUNTY BENEFITS AND COSTS 2012**  
**PROBATION PEACE OFFICERS ASSOCIATION (ICPPOA)**

**HEALTH INSURANCE – MEDICAL**

**PERS Choice (PPO 80/20 Plan)**

County pays for employee	<b>\$526.19/mo.</b>
County pays for employee + one dependent	<b>\$1052.38/mo.</b>
County pays for employee + two or more dependents	<b>\$1368.09/mo.</b>

**PORAC (PPO 90/10 Plan) AVAILABLE WHEN RESOLUTION IN PLACE**

**Employee Only**

<b>Monthly Premium</b>	<b>\$556.00/mo.</b>
County portion	\$484.00/mo.
Employee portion	\$72.00/mo.

**Employee + One Dependent**

<b>Monthly Premium</b>	<b>\$1041.00/mo.</b>
County portion	\$906.00/mo.
Employee portion	\$135.00/mo.

**Employee + Family Coverage**

<b>Monthly Premium</b>	<b>\$1323.00/mo.</b>
County portion	\$1151.00/mo.
Employee portion	\$172.00/mo.

Additionally, ICPPOA represented employees are responsible for payment of 1% of base salary toward medical premium if enrolled.

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

County will pay \$100.00 per month to each employee who has other medical coverage and has opted out of the County's medical plan.

**INYO COUNTY BENEFITS AND COSTS 2012**  
**PROBATION PEACE OFFICERS ASSOCIATION (ICPPOA)**

**LIFE INSURANCE**

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

**\$7.40/mo.**

**DENTAL INSURANCE- Delta Dental**

County pays 100% for employee and dependents.

**\$70.00/mo.**

**VISION INSURANCE-Vision Service Plan**

County pays 100% for employee and dependents.

**\$13.00/mo.**

**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

**FLEX DAYS**

5 days per fiscal year (does not accrue)

**HOLIDAYS**

11 days per year

**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