

INYO COUNTY BENEFIT AND COST RATES 2019
LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)

HEALTH INSURANCE – MEDICAL

PORAC (PPO 90/10 Plan)

Employee Only

Monthly Premium

\$774.00/mo.

County portion (80%)

\$619.20/mo.

Employee portion (20%)

\$71.45/payroll

Employee + One Dependent

Monthly Premium

\$1623.00/mo.

County portion (80%)

\$1298.00/mo.

Employee portion (20%)

\$149.82/payroll

Employee + Family Coverage

Monthly Premium

\$2076.00/mo.

County portion (80%)

\$1660.80/mo.

Employee portion (20%)

\$191.63/payroll

PERS SELECT (PPO 80/20 Plan)

Employee Only

Monthly Premium

\$462.71/mo.

County portion (80%)

\$370.17/mo.

Employee portion (20%)

\$42.71/payroll

Employee + One Dependent

Monthly Premium

\$925.42/mo.

County portion (80%)

\$740.34/mo.

Employee portion (20%)

\$85.42/payroll

Employee + Family Coverage

Monthly Premium

\$1203.05/mo.

County portion (80%)

\$962.44/mo.

Employee portion (20%)

\$111.05/payroll

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PERS CHOICE (PPO 80/20 Plan)

Employee Only

Monthly Premium

County portion (80%)	\$721.11/mo.
Employee portion (20%)	\$576.89/mo.
	\$66.56/payroll

Employee + One Dependent

Monthly Premium

County portion (80%)	\$1442.22/mo.
Employee portion (20%)	\$1153.78/mo.
	\$133.13/payroll

Employee + Family Coverage

Monthly Premium

County portion (80%)	\$1874.89/mo.
Employee portion (20%)	\$1499.91/mo.
	\$173.07/payroll

PERS CARE (PPO 90/10 Plan)

Employee Only

Monthly Premium

County portion (up to 80% of Choice Rate)	\$907.29/mo.
Employee portion (20% + balance)	\$576.89/mo.
	\$152.49/payroll

Employee + One Dependent

Monthly Premium

County portion (up to 80% of Choice Rate)	\$1814.58/mo.
Employee portion (20% + balance)	\$1153.78/mo.
	\$304.99/payroll

Employee + Family Coverage

Monthly Premium

County portion (up to 80% of Choice Rate)	\$2358.95/mo.
Employee portion (20% + balance)	\$1499.91/mo.
	\$396.48/payroll

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

County will pay \$92.31-employee only, \$184.62-employee + one or \$276.93-family per payroll to each employee who has other medical coverage and has opted out of the County's medical plan.

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LIFE INSURANCE **\$4.16/mo.**
County pays for \$20,000 of term life insurance on employee only.

DENTAL INSURANCE- Delta Dental **\$50.00/mo.**
County pays 100% for employee and dependents.

VISION INSURANCE-Vision Service Plan **\$6.00/mo.**
County pays 100% for employee and dependents. Option of 2 pairs of lenses (second – safety)

LONG-TERM DISABILITY **\$22.60/mo.**
County pays for 100% of long-term disability benefit.

SHORT-TERM DISABILITY
County pays for employee (to a maximum of the current State of CA rate).

STAND BY/CALL OUT
County agrees to pay \$100 per day for Saturday and Sunday and any County recognized holiday.

PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)
Classic Employees (existing CalPers member) 3% at 50 – Inyo County pays the employee contribution rate of 9% of base salary toward retirement.
PEPRA Employees (new CalPers members hired after January 1, 2013) 2.7% at 57. Employees will be required to pay 11.5% of base salary toward retirement.

401(a) PLAN (Defined Contribution Plan)
County contributes \$30 per month for all Safety employees.

LONGEVITY PAY
At the completion of six years of service on the anniversary date of the Member, Member will receive a one (1) percent increase to the base salary and will receive a one-half (1/2) increase every year thereafter until the employee reaches a total of eight (8) percent and 20 years of service.

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 maximum of 35 days.

ADMINISTRATIVE HOURS
24 hours of Administrative hours each fiscal year (does not accrue)

SICK LEAVE
15 days per year (accrues)-No max limit

HOLIDAYS
14 days per year

UNIFORM ALLOWANCE
Paid Quarterly @ \$250.00 = \$1000/yr.

OPTIONAL PLANS
Deferred Compensation Plans
Credit Unions
Additional Life Insurance
Flex Benefit 125 Program