

INYO COUNTY BENEFITS AND COSTS 2021
NON-REPRESENTED, MANAGEMENT, DEPARTMENT HEADS,
& ELECTED OFFICIALS

HEALTH INSURANCE – MEDICAL

PERS SELECT (PPO 80/20 Plan)

Employee Only

Monthly Premium

\$476.92/mo.

County portion (80%)

\$381.54/mo.

Employee portion (20%)

\$44.02/payroll

Employee + One Dependent

Monthly Premium

\$953.84/mo.

County portion (80%)

\$763.07/mo.

Employee portion (20%)

\$88.05/payroll

Employee + Family Coverage

Monthly Premium

\$1239.99/mo.

County portion (80%)

\$991.99/mo.

Employee portion (20%)

\$114.46/payroll

PERS CHOICE (PPO 80/20 Plan)

Employee Only

Monthly Premium

\$783.19/mo.

County portion (80%)

\$626.55/mo.

Employee portion (20%)

\$72.29/payroll

Employee + One Dependent

Monthly Premium

\$1566.38/mo.

County portion (80%)

\$1253.10/mo.

Employee portion (20%)

\$144.59/payroll

Employee + Family Coverage

Monthly Premium

\$2036.29/mo.

County portion (80%)

\$1629.03/mo.

Employee portion (20%)

\$187.97/payroll

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PERS CARE (PPO 90/10 Plan)

Employee Only

Monthly Premium	\$1115.68/mo.
County portion (up to 80% of Choice Rate)	\$626.55/mo.
Employee portion (20% + balance)	\$225.75/payroll

Employee + One Dependent

Monthly Premium	\$2231.36/mo.
County portion (up to 80% of Choice Rate)	\$1253.10/mo.
Employee portion (20% + balance)	\$451.50/payroll

Employee + Family Coverage

Monthly Premium	\$2900.77/mo.
County portion (up to 80% of Choice Rate)	\$1629.03/mo.
Employee portion (20% + balance)	\$586.96/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.

<u>LIFE INSURANCE</u>	\$4.04/mo.
County pays for \$20,000 of term life insurance on employee only.	

<u>DENTAL INSURANCE- Delta Dental</u>	\$60.00/mo.
County pays 100% for employee and dependents.	

<u>VISION INSURANCE – Vision Service Plan</u>	\$15.00/mo.
County pays 100% for employee and dependents.	

<u>SHORT-TERM DISABILITY (Excludes Elected Officials)</u>	
County pays for employee (to a maximum of the current State of CA rate).	

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PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)

Classic Employees (existing CalPers member) 2% at 55 – Inyo County pays the employee contribution rate of 7% of base salary toward retirement.

PEPRA Employees (new CalPers members hired after January 1, 2013) 2% at 62. Employees will be required to pay 6.5% of base salary toward retirement.

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 limit
(exclude elected officials)

FLEX DAYS

5 days per fiscal year (does not accrue)
(exclude elected officials)

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

HOLIDAYS

11 days per year

SAFETY SHOES

Designated positions - \$150/yr.

OPTIONAL PLANS

Deferred Compensation Plans

Credit Unions

Additional Life Insurance

Flex Benefit 125 Program