

INYO COUNTY BENEFIT AND COST RATES 2022
INYO COUNTY EMPLOYEES ASSOCIATION (ICEA)

HEALTH INSURANCE – MEDICAL

PERS GOLD (PPO 80/20 Plan)

Employee Only

Monthly Premium

County portion (80%)

Employee portion (20%)

\$587.78/mo.

\$470.22/mo.

\$54.26/payroll

Employee + One Dependent

Monthly Premium

County portion (80%)

Employee portion (20%)

\$1175.56/mo.

\$940.45/mo.

\$108.51/payroll

Employee + Family Coverage

Monthly Premium

County portion (80%)

Employee portion (20%)

\$1528.23/mo.

\$1222.58/mo.

\$141.07/payroll

PERS PLATINUM (PPO 90/10 Plan)

Employee Only

Monthly Premium

County portion (80%)

Employee portion (20%)

\$882.18/mo.

\$705.74/mo.

\$81.43/payroll

Employee + One Dependent

Monthly Premium

County portion (80%)

Employee portion (20%)

\$1764.36/mo.

\$1411.49/mo.

\$162.86/payroll

Employee + Family Coverage

Monthly Premium

County portion (80%)

Employee portion (20%)

\$2293.67/mo.

\$1834.94/mo.

\$211.72/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 **\$4.04/mo.**
County pays for \$20,000 of term life insurance on employee only.

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

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

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

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 the full employee portion 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

HOLIDAYS

11 days per year

FLEX DAYS

5 days per fiscal year (does not accrue)

SAFETY SHOES

Designated positions - \$150/yr.

UNIFORM ALLOWANCE -For Animal Control Officers, Shelter Manager, Shelter Attendants, Evidence Technician & Probation Manager Positions

\$800 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
Flex Benefit 125 Program