

**INYO COUNTY BENEFITS AND COSTS JULY 2024**  
**NON-REPRESENTED, MANAGEMENT, DEPARTMENT HEADS,**  
**& ELECTED OFFICIALS**

**HEALTH INSURANCE – MEDICAL**

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

**Employee Only**

**Monthly Premium**

**\$799.44/mo.**

County portion (80%)

\$639.55/mo.

Employee portion (20%)

\$73.79/payroll

**Employee + One Dependent**

**Monthly Premium**

**\$1598.88/mo.**

County portion (80%)

\$1279.10/mo.

Employee portion (20%)

\$147.59/payroll

**Employee + Family Coverage**

**Monthly Premium**

**\$2078.54/mo.**

County portion (80%)

\$1662.83/mo.

Employee portion (20%)

\$191.87/payroll

**PERS PLATINUM (PPO 90/10 Plan)**

**Employee Only**

**Monthly Premium**

**\$1151.50/mo.**

County portion (80%)

\$921.20/mo.

Employee portion (20%)

\$106.29/payroll

**Employee + One Dependent**

**Monthly Premium**

**\$2303.00/mo.**

County portion (80%)

\$1842.40/mo.

Employee portion (20%)

\$212.58/payroll

**Employee + Family Coverage**

**Monthly Premium**

**\$2993.90/mo.**

County portion (80%)

\$2395.12/mo.

Employee portion (20%)

\$276.36/payroll

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**BLUE SHIELD EPO**

**Employee Only**

<b>Monthly Premium</b>	<b>\$869.14/mo.</b>
County portion (80%)	\$695.31/mo.
Employee portion (20%)	\$80.23/payroll

**Employee + One Dependent**

<b>Monthly Premium</b>	<b>\$1738.28/mo.</b>
County portion (80%)	\$1390.62/mo.
Employee portion (20%)	\$160.46/payroll

**Employee + Family Coverage**

<b>Monthly Premium</b>	<b>\$2259.76/mo.</b>
County portion (80%)	\$1807.81/mo.
Employee portion (20%)	\$208.59/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.

**DENTAL INSURANCE- Delta Dental**

County pays 100% for employee and dependents.

**VISION INSURANCE – Vision Service Plan**

County pays 100% for employee and dependents.

**LIFE INSURANCE**

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

**SHORT-TERM DISABILITY (Excludes Elected Officials)**

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 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  
(exclude elected officials)

**HOLIDAYS**

11 days per year

**FLEX DAYS**

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

**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  
Flex Benefit 125 Program