

**INYO COUNTY BENEFIT AND COST RATES JULY 2024**  
**LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)**

**HEALTH INSURANCE – MEDICAL**

**PORAC (PPO 80/20 Plan)**

**Employee Only**

**Monthly Premium**

County portion (80%)	\$926.00/mo.
Employee portion (20%)	\$740.80/mo.
	\$85.48/payroll

**Employee + One Dependent**

**Monthly Premium**

County portion (80%)	\$1863.00/mo.
Employee portion (20%)	\$1490.40/mo.
	\$171.97/payroll

**Employee + Family Coverage**

**Monthly Premium**

County portion (80%)	\$2371.00/mo.
Employee portion (20%)	\$1896.80/mo.
	\$218.86/payroll

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

**Employee Only**

**Monthly Premium**

County portion (100%)	\$799.44/mo.
Employee portion	\$639.55/mo.
	\$73.79/payroll

**Employee + One Dependent**

**Monthly Premium**

County portion (100%)	\$1598.88/mo.
Employee portion	\$1279.10/mo.
	\$147.59/payroll

**Employee + Family Coverage**

**Monthly Premium**

County portion (100%)	\$2078.54/mo.
Employee portion	\$1662.83/mo.
	\$191.87/payroll

**INYO COUNTY BENEFIT AND COST RATES 2024**  
**LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)**

**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

**BLUE SHIELD EPO**

**Employee Only**

**Monthly Premium**

**\$869.14/mo.**

County portion (80%)

\$695.31/mo.

Employee portion (20%)

\$80.23/payroll

**Employee + One Dependent**

**Monthly Premium**

**\$1738.28/mo.**

County portion (80%)

\$1390.62/mo.

Employee portion (20%)

\$160.46/payroll

**Employee + Family Coverage**

**Monthly Premium**

**\$2259.76/mo.**

County portion (80%)

\$1807.81/mo.

Employee portion (20%)

\$208.59/payroll

**Employee + Family Coverage**

**Monthly Premium**

**\$2190.79/mo.**

County portion (80%)

\$1752.63/mo.

Employee portion (20%)

\$202.23/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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**DENTAL INSURANCE- Delta Dental**

County pays 100% for employee and dependents.

**VISION INSURANCE-Vision Service Plan**

County pays 100% for employee and dependents. Option of 2 pairs of lenses (second – safety)

**LIFE INSURANCE**

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

**LONG-TERM DISABILITY**

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 \$75.00 per day for regularly scheduled day and \$120.00 for regularly scheduled days off or holidays.

**PUBLIC EMPLOYEES RETIREMENT SYSTEM (CalPERS)**

**Classic Employees** (existing CalPERS member) 3% at 50 – Inyo County pays employee contribution rate of 4.5%, and members pay 4.5% 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 the full employee portion 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 percent (1%) increase to the base salary and will receive a half percent (0.5%) increase every year after until the employee reaches a total of eight percent (8%) and twenty (20) years of service.

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**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**

80 hours of Administrative hours each fiscal year (does not accrue)

**SICK LEAVE**

15 days per year (accrues)-No max limit

**HOLIDAYS**

13 days per year

**UNIFORM ALLOWANCE**

\$2000 per year

**OPTIONAL PLANS**

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

**WELLNESS – GYM MEMBERSHIP OR EQUIPMENT**

The County will reimburse employees up to a maximum of \$500 per calendar year for gym equipment or Gym/fitness memberships.