

INYO COUNTY BENEFIT AND COST RATES 2025
LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)
Updated 05/13/2025

HEALTH INSURANCE – MEDICAL

Plan Type & / Contribution	Blue Shield EPO	PERS Gold (80/20 plan)	PERS Platinum (90/10 plan)	PORAC (80/20 plan)
Employee Only				
County Paid Portion/ mo.	\$ 758.82	\$ 691.80	\$ 1,007.01	\$ 776.00
Employee Paid Portion/ payroll	\$ 87.56	\$ 79.82	\$ 116.19	\$ 89.54
Employee + 1 Dependent				
County Paid Portion/ mo.	\$ 1,517.65	\$ 1,383.60	\$ 2,014.02	\$ 1,560.80
Employee Paid Portion/ payroll	\$ 175.11	\$ 159.65	\$ 232.39	\$ 180.09
Employee + Family Coverage				
County Paid Portion/ mo.	\$ 1,972.94	\$ 1,798.68	\$ 2,618.22	\$ 1,987.20
Employee Paid Portion/ payroll	\$ 227.65	\$ 207.54	\$ 302.10	\$ 229.29

HEALTH INSURANCE – DEDUCTIBLE REIMBURSEMENT

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

HEALTH INSURANCE – OPT OUT

County will pay the following, per payroll, to each employee who has other medical coverage and has opted out of the County's medical plan.

Plan Type	Opt Out Payment/Payroll
Employee Only	\$ 92.31
Employee + One Dependent	\$ 184.62
Employee + Family Coverage	\$ 276.93

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.

401(a) PLAN (Defined Contribution Plan)

County contributes \$30 per month for all Safety employees.

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).

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WELLNESS BONUS PROGRAM

The County will reimburse employees up to a maximum of \$500 per calendar year. See Wellness Affidavit Form for activities subject for the reimbursement.

AIRMEDCARE NETWORK

The County shall pay to provide insurance covering the cost of air ambulance transport from the region to remote treatment facilities for the employee (and their family) so long as they are employed by Inyo County.

STAND BY/CALL OUT

County agrees to pay \$75 per day for regularly scheduled day and \$120 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.

LONGEVITY PAY

1% at 6 years of service, thereafter employee will receive a half percent (0.5%) increase every year until employee reaches a total of 8% and 20 years of services.

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 280 hours.

SICK LEAVE

15 days per year (accrues – no max limit)

HOLIDAYS

13 days per year

ADMINISTRATIVE HOURS

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

UNIFORM ALLOWANCE

\$2000 Annual

OPTIONAL PLANS

Deferred Compensation Plans

Credit Unions

Additional Life Insurance

Flex Benefit 125 Program