

INYO COUNTY BENEFIT AND COST RATES 2016
ELECTED OFFICIALS ASSISTANT'S ASSOCIATION (EOAA)

HEALTH INSURANCE – MEDICAL

PERS SELECT (PPO 80/20 Plan)

Employee Only

Monthly Premium

\$625.20/mo.

County portion (80%)

\$500.16/mo.

Employee portion (20%)

\$57.71/payroll

Employee + One Dependent

Monthly Premium

\$1250.40/mo.

County portion (80%)

\$1000.32/mo.

Employee portion (20%)

\$115.42/payroll

Employee + Family Coverage

Monthly Premium

\$1625.52/mo.

County portion (80%)

\$1300.42/mo.

Employee portion (20%)

\$150.05/payroll

PERS CHOICE (PPO 80/20 Plan)

Employee Only

Monthly Premium

\$683.71/mo.

County portion (80%)

\$546.97/mo.

Employee portion (20%)

\$63.11/payroll

Employee + One Dependent

Monthly Premium

\$1367.42/mo.

County portion (80%)

\$1093.94/mo.

Employee portion (20%)

\$126.22/payroll

Employee + Family Coverage

Monthly Premium

\$1777.65/mo.

County portion (80%)

\$1422.12/mo.

Employee portion (20%)

\$164.09/payroll

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PERS CARE (PPO 90/10 Plan)

Employee Only

Monthly Premium

\$761.50/mo.

County portion (up to 80% of Choice Rate)

\$546.97/mo.

Employee portion (20%)

\$99.01/payroll

Employee + One Dependent

Monthly Premium

\$1523.00/mo.

County portion (up to 80% of Choice Rate)

\$1093.94/mo.

Employee portion (20%)

\$198.03/payroll

Employee + Family Coverage

Monthly Premium

\$1979.90/mo.

County portion (up to 80% of Choice Rate)

\$1422.12/mo.

Employee portion (20%)

\$257.44/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.

LIFE INSURANCE

\$4.16/mo.

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

DENTAL INSURANCE-Delta Dental

\$35.00/mo.

County pays 100% for employee and dependents.

VISION INSURANCE-Vision Service Plan

\$5.00/mo.

County pays 100% for employee and dependents.

SHORT-TERM DISABILITY

County pays for employee (1% of gross pay 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

ADMINISTRATIVE HOURS

24 hours of Administrative leave each calendar year (does not accrue)

FLEX DAYS

5 days per fiscal year (does not accrue)

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

OPTIONAL PLANS

Deferred Compensation Plans

Credit Unions

Additional Life Insurance

Flex Benefit 125 Program

Educational Allowance-\$350/yr.