

**INYO COUNTY BENEFIT AND COST RATES 2016**  
**LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)**

**HEALTH INSURANCE – MEDICAL**

**PORAC (PPO 90/10 Plan)**

**Employee Only**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$699.00/mo.**

\$559.20/mo.

\$64.52/payroll

**Employee + One Dependent**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$1399.00/mo.**

\$1119.20/mo.

\$129.14/payroll

**Employee + Family Coverage**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$1789.00/mo.**

\$1431.20/mo.

\$165.14/payroll

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

**Employee Only**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$625.20/mo.**

\$500.16/mo.

\$57.71/payroll

**Employee + One Dependent**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$1250.40/mo.**

\$1000.32/mo.

\$115.42/payroll

**Employee + Family Coverage**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$1625.52/mo.**

\$1300.42/mo.

\$150.05/payroll

**INYO COUNTY BENEFIT AND COST RATES 2016**  
**LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)**

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

**Employee Only**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$683.71/mo.**

\$546.97/mo.

\$63.11/payroll

**Employee + One Dependent**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$1367.42/mo.**

\$1093.94/mo.

\$126.22/payroll

**Employee + Family Coverage**

**Monthly Premium**

County portion (80%)

Employee portion (20%)

**\$1777.65/mo.**

\$1422.12/mo.

\$164.09/payroll

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

**Employee Only**

**Monthly Premium**

County portion (up to 80% of Choice Rate)

Employee portion (20%)

**\$761.50/mo.**

\$546.97/mo.

\$99.01/payroll

**Employee + One Dependent**

**Monthly Premium**

County portion (up to 80% of Choice Rate)

Employee portion (20%)

**\$1523.00/mo.**

\$1093.94/mo.

\$198.03/payroll

**Employee + Family Coverage**

**Monthly Premium**

County portion (up to 80% of Choice Rate)

Employee portion (20%)

**\$1979.90/mo.**

\$1422.12/mo.

\$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.

**INYO COUNTY BENEFIT AND COST 2016**  
**LAW ENFORCEMENT ADMINISTRATOR'S ASSOCIATION (LEAA)**

**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. Option of 2 pairs of lenses (second – safety)

**LONG-TERM DISABILITY**

**\$21.50/mo.**

County pays for 100% of long-term disability benefit.

**SHORT-TERM DISABILITY**

County pays for employee (1% of gross pay to a maximum of the current State of CA rate).

**STAND BY/CALL OUT**

County agrees to pay \$100 per day for Saturday and Sunday and any County recognized holiday.

**PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)**

**Classic Employees** (existing CalPers member) 3% at 50 – Inyo County pays the employee contribution rate of 9% 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 11.5% of base salary toward retirement.

**401(a) PLAN (Defined Contribution Plan)**

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

**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.

**SICK LEAVE**

15 days per year (accrues) No max limit

**HOLIDAYS**

14 days per year

**UNIFORM ALLOWANCE**

Paid Quarterly @ \$250.00 = \$1000/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

Educational Allowance -\$350/yr.