

INYO COUNTY BENEFITS AND COSTS 2008
MISCELLANEOUS EMPLOYEES SCHEDULE

HEALTH INSURANCE – MEDICAL

PERSCare (PPO 90/10 Plan)

County pays for employee	\$185.00/mo.
Employee pays for employee	\$527.71/mo.
County pays for employee + one dependent	\$342.00/mo.
Employee pays for employee + one dependent	\$1083.42/mo.
County pays for employee + two or more dependents	\$424.83/mo.
Employee pays for employee + two or more dependents	\$1428.22/mo.

PERSChoice (PPO 80/20 Plan)

County pays for employee	\$458.59/mo.
County pays for employee + one dependent	\$917.18/mo.
County pays for employee + two or more dependents	\$1192.33/mo.

Additionally, ICEA-represented employees are responsible for payment of 1% of base salary toward medical premium if enrolled.

County will pay \$100.00 per month to each employee who has other medical coverage and has opted out of the County's medical plan.

County reimburses \$250.00 of each \$500.00 deductible for employee and dependent coverage after deductible has been met by employee enrolled in PPO plans.

LIFE INSURANCE

\$ 7.40/mo.

County pays for \$20,000 of term life insurance on employee only.
May be converted at employee expense. (Reliastar Life)

DENTAL INSURANCE

\$ 65.00/mo.

County pays 100% for employee and dependents. (Delta Dental)

OPTICAL INSURANCE

\$ 13.00/mo.

County pays 100% for employee and dependents. (Vision Service Plan)

SHORT-TERM DISABILITY

County pays for employee (1% of gross pay to a maximum of \$490.00/wk.)

PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)

County pays for employee (7% of gross pay) less Social Security adjustment. Employer-paid Member Contribution (EPMC) reported as wages.

INYO COUNTY BENEFITS AND COSTS 2008
MISCELLANEOUS EMPLOYEES SCHEDULE

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 35 days.

SICK LEAVE

15 days per year (accrues)

HOLIDAYS

11 days per year

FLEX DAYS

5 days per fiscal year (does not accrue)

SAFETY SHOES

Designated positions - \$150.00/yr.

OPTIONAL PLANS

Deferred Compensation Plan
Credit Union
Additional Life Insurance
Educational Allowance - \$350.00/yr.
Flexible Benefit Program

LONGEVITY PAY

ICEA-Represented Employees:

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

Elected and Appointed Officials, Management, Non-Represented Employees:

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