

COUNTY BENEFITS



Extra Help

Leave Benefits

Sick Leave 3 days per year

Employee Wellness

Blue Zones Approved Employer

Sutter County prides itself in our commitment to Workplace Wellness. For more information visit: <https://www.bluezones.com/>



Retirement

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
- Social Security benefits provide monthly income when you retire and support your family when you die.

Previous members of PERS will be entitled to continuing service:

PERS Retirement Plans

- Tier 2 Classic Formula 2%@60
- Tier 3 (PEPRA) Formula 2%@62

For positions working a minimum of 30 hours/week, the following benefits are offered:

Medical

Anthem and Kaiser

Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

Family

- High Deductible: Free
- PPO Plans: \$912 - \$993
- Kaiser: \$1,596 - \$1,876.71

Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always.

BeWell Sutter County

An employee engagement and wellness program developed by employees, for employees which encourages us to take charge of our own wellbeing. Exclusive perks for participation, including incentives up to \$525 per fiscal year.

Amounts listed are monthly contributions.

Rates effective January 2025.

COUNTY BENEFITS

Peace Officers' Association Unit



MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$354 - \$386
- Kaiser: \$593 - \$695

Employee + 1

- High Deductible: Free
- PPO Plans: \$722 - \$777
- Kaiser: \$1,209 - \$1,405

Family

- High Deductible: Free
- PPO Plans: \$715 - \$1,476
- Kaiser: \$1,276 - \$1,505



DENTAL

Delta Dental

- Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57

VISION

VSP

- Vision Core: Free
Vision Buy-Up: \$4-\$13



*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

Allowance

Uniform

\$950/ year

WELLNESS PROGRAM

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LIFE INSURANCE

Basic Life Insurance

This benefit provides beneficiaries a lump sum when you die.

- Sutter County provides 75k of life insurance plus 5k dependent coverage, at no cost to the employee.
- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 2%@60
- Tier 3 (PEPRA) Formula 2%@62

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
- Social Security benefits provide monthly income when you retire and support your family when you die.

Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
- Employees may enroll and elect to contribute funds for retirement.
- The County will contribute \$25 biweekly for employees who are enrolled.

SPENDING ACCOUNTS

Flexible Spending Account (FSA)

Set aside pre-tax dollars to help pay for qualified out-of-pocket health care expenses. “Use it or Lose it” rule applies.

Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always. Sutter County contributes \$89 monthly for enrolled employees, or \$178 for enrolled employees with dependents.

Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

Management Safety



MEDICAL

Anthem and Kaiser

Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

Family

- High Deductible: Free
- PPO Plans: \$912 - \$993
- Kaiser: \$1,596 - \$1,876.71



DENTAL

Delta Dental

- Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

- Vision Core: Free
Vision Buy-Up: \$4-\$13

*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Administrative Leave

13 days per year

Holidays

14 days per year

Sick Leave

12 days per year

WELLNESS PROGRAM

BeWell Sutter County

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LIFE INSURANCE

Basic Life Insurance

This benefit provides beneficiaries a lump sum when you die.

- Sutter County provides 150k of life insurance plus 5k dependent coverage, at no cost to the employee.
- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 150k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 3%@55
- Tier 3 (PEPRA) Formula 2.7%@57

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
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Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
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SPENDING ACCOUNTS

Flexible Spending Account (FSA)

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Health Savings Account (HSA)

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Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

Deputy Sheriffs' Association Unit



Non-Safety

MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$354 - \$386
- Kaiser: \$593 - \$695

Employee + 1

- High Deductible: Free
- PPO Plans: \$722 - \$777
- Kaiser: \$1,209 - \$1,405

Family

- High Deductible: Free
- PPO Plans: \$1,053 - \$1,134
- Kaiser: \$1,737 - \$2,017



DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13

*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

Allowance

Uniform

\$950/ year

WELLNESS PROGRAM

BeWell Sutter County

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- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 2%@60
- Tier 3 (PEPRA) Formula 2%@62

Social Security

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Deferred Compensation 457 Program

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SPENDING ACCOUNTS

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Health Savings Account (HSA)

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Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS



Probation Unit



MEDICAL

Anthem and Kaiser

Employee - Only

- High Deductible: Free
- PPO Plans: \$354 - \$386
- Kaiser: \$593 - \$695

Employee + 1

- High Deductible: Free
- PPO Plans: \$722 - \$777
- Kaiser: \$1,209 - \$1,405

Family

- High Deductible: Free
- PPO Plans: \$1,053 - \$1,134
- Kaiser: \$1,737 - \$2,017



DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13

*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

Allowance

Uniform

\$100/ year

WELLNESS PROGRAM

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Basic Life Insurance

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Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 3%@55
- Tier 3 (PEPRA) Formula 2.7%@57

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
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Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
- Employees may enroll and elect to contribute funds for retirement.
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SPENDING ACCOUNTS

Flexible Spending Account (FSA)

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Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always. Sutter County contributes \$89 monthly for enrolled employees, or \$178 for enrolled employees with dependents.

Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

Deputy County Counsels & Assistant County Counsel Unit



MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

Family

- High Deductible: Free
- PPO Plans: \$912 - \$993
- Kaiser: \$1,596 - \$1,876.71



DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13

*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Administrative Leave

13 days per year

Holidays

14 days per year

Sick Leave

12 days per year

WELLNESS PROGRAM

BeWell Sutter County

An employee engagement and wellness program developed by employees, for employees which encourages us to take charge of our own wellbeing. Exclusive perks for participation, including incentives up to \$525 per fiscal year.

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LIFE INSURANCE

Basic Life Insurance

This benefit provides beneficiaries a lump sum when you die.

- Sutter County provides 75k of life insurance plus 5k dependent coverage, at no cost to the employee.
- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 2%@60
- Tier 3 (PEPRA) Formula 2%@62

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
- Social Security benefits provide monthly income when you retire and support your family when you die.

Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
- Employees may enroll and elect to contribute funds for retirement.
- The County will contribute \$25 biweekly for employees who are enrolled.

SPENDING ACCOUNTS

Flexible Spending Account (FSA)

Set aside pre-tax dollars to help pay for qualified out-of-pocket health care expenses. “Use it or Lose it” rule applies.

Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always. Sutter County contributes \$89 monthly for enrolled employees, or \$178 for enrolled employees with dependents.

Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS



Fire Unit



MEDICAL

Anthem and Kaiser

Employee - Only

- High Deductible: Free
- PPO Plans: \$354 - \$386
- Kaiser: \$593 - \$695

Employee + 1

- High Deductible: Free
- PPO Plans: \$722 - \$777
- Kaiser: \$1,209 - \$1,405

Family

- High Deductible: Free
- PPO Plans: \$1,053 - \$1,134
- Kaiser: \$1,737 - \$2,017



DENTAL

Delta Dental

- Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

- Vision Core: Free
Vision Buy-Up: \$4-\$13

*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 144 hours per year

Holidays

112 hours per fiscal year

Sick Leave

168 hours per year

Allowance

Uniform

\$950/ year

WELLNESS PROGRAM

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LIFE INSURANCE

Basic Life Insurance

This benefit provides beneficiaries a lump sum when you die.

- Sutter County provides 75k of life insurance plus 5k dependent coverage, at no cost to the employee.
- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 3%@55
- Tier 3 (PEPRA) Formula 2.7%@57

Social Security

- Sutter County contributes to Social Security.
- Social Security benefits provide monthly income when you retire and support your family when you die.

Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
- Employees may enroll and elect to contribute funds for retirement.
- The County will contribute \$25 biweekly for employees who are enrolled.

SPENDING ACCOUNTS

Flexible Spending Account (FSA)

Set aside pre-tax dollars to help pay for qualified out-of-pocket health care expenses. “Use it or Lose it” rule applies.

Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always. Sutter County contributes \$89 monthly for enrolled employees, or \$178 for enrolled employees with dependents.

Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

General, Supervisory, and Professional Unit



MEDICAL

Anthem and Kaiser

Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

Family

- High Deductible: Free
- PPO Plans: \$912 - \$993
- Kaiser: \$1,596 - \$1,876.71



DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13

*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

WELLNESS PROGRAM

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AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

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Social Security

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Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS



Management



MEDICAL

Anthem and Kaiser

Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

Family

- High Deductible: Free
- PPO Plans: \$912 - \$993
- Kaiser: \$1,596 - \$1,876.71



DENTAL

Delta Dental

- Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

- Vision Core: Free
Vision Buy-Up: \$4-\$13

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Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Administrative Leave

13 days per year

Holidays

14 days per year

Sick Leave

12 days per year

WELLNESS PROGRAM

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LIFE INSURANCE

Basic Life Insurance

This benefit provides beneficiaries a lump sum when you die.

- Sutter County provides 150k of life insurance plus 5k dependent coverage, at no cost to the employee.
- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 150k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

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Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

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Pension

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Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

Peace Officers' Association Unit

Safety



MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$354 - \$386
- Kaiser: \$593 - \$695

Employee + 1

- High Deductible: Free
- PPO Plans: \$722 - \$777
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Family

- High Deductible: Free
- PPO Plans: \$1,053 - \$1,134
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DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57



VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13

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Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

Allowance

Uniform

\$950/ year

WELLNESS PROGRAM

BeWell Sutter County

An employee engagement and wellness program developed by employees, for employees which encourages us to take charge of our own wellbeing. Exclusive perks for participation, including incentives up to \$525 per fiscal year.

Blue Zones Approved Employer

Sutter County prides itself in our commitment to Workplace Wellness. For more information visit:
<https://www.bluezones.com/>



LIFE INSURANCE

Basic Life Insurance

This benefit provides beneficiaries a lump sum when you die.

- Sutter County provides 75k of life insurance plus 5k dependent coverage, at no cost to the employee.
- Additional life insurance options offered at minimal cost to employee.

Basic Accidental Death and Dismemberment (AD&D) Insurance

AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 2% @ 50
- Tier 3 (PEPRA) Formula 2.7% @ 57

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
- Social Security benefits provide monthly income when you retire and support your family when you die.

Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
- Employees may enroll and elect to contribute funds for retirement.
- The County will contribute \$25 biweekly for employees who are enrolled.

SPENDING ACCOUNTS

Flexible Spending Account (FSA)

Set aside pre-tax dollars to help pay for qualified out-of-pocket health care expenses. “Use it or Lose it” rule applies.

Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always. Sutter County contributes \$89 monthly for enrolled employees, or \$178 for enrolled employees with dependents.

Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

Confidential



MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

Family

- High Deductible: Free
- PPO Plans: \$912 - \$993
- Kaiser: \$1,596 - \$1,876.71



DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57

VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13



*Amounts listed are monthly contributions.
Rates effective January 2025.*

Premium Pay

Additional 3% premium pay on top of base salary.

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Administrative Leave

7 days per year

Holidays

14 days per year

Sick Leave

12 days per year

WELLNESS PROGRAM

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AD&D provides benefits for loss of a limb, speech, sight, or hearing, or accidental death.

- Sutter County provides 75k of AD&D insurance, at no cost to the employee.

VOLUNTARY BENEFITS

Accident Insurance

Helps offset unexpected medical expenses that can result from a fracture, dislocation, or other accidental injury.

Critical Illness

Supplements your medical coverage by providing a lump-sum that you can use for direct and indirect costs related to a critical illness.

Hospital Confinement Indemnity

Provides a lump-sum benefit for hospital confinement to help with deductibles and other expenses that are not covered by most major medical plans.

Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 2%@60
- Tier 3 (PEPRA) Formula 2%@62

Social Security

- Sutter County is one of few local government agencies that still contributes to Social Security.
- Social Security benefits provide monthly income when you retire and support your family when you die.

Deferred Compensation 457 Program

- 457 plans are similar to 401k retirement plans.
- Employees may enroll and elect to contribute funds for retirement.
- The County will contribute \$25 biweekly for employees who are enrolled.

SPENDING ACCOUNTS

Flexible Spending Account (FSA)

Set aside pre-tax dollars to help pay for qualified out-of-pocket health care expenses. “Use it or Lose it” rule applies.

Health Savings Account (HSA)

Set aside pre-tax dollars to pay for qualified medical expenses or save it and let it grow! No “use it or lose it” rule. The money is yours, always. Sutter County contributes \$89 monthly for enrolled employees, or \$178 for enrolled employees with dependents.

Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

Deputy Sheriffs' Association Unit



Safety

MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$354 - \$386
- Kaiser: \$593 - \$695

Employee + 1

- High Deductible: Free
- PPO Plans: \$722 - \$777
- Kaiser: \$1,209 - \$1,405

Family

- High Deductible: Free
- PPO Plans: \$1,053 - \$1,134
- Kaiser: \$1,737 - \$2,017

DENTAL

Delta Dental



Delta Care (HMO): Free

PPO + Premier 1000: \$17 - \$38

PPO + Premier 2000: \$25 - \$57

VISION

VSP



Vision Core: Free

Vision Buy-Up: \$4-\$13

Amounts listed are monthly contributions.

Rates effective January 2025.

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

Allowance

Uniform

\$950/ year

WELLNESS PROGRAM

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VOLUNTARY BENEFITS

Accident Insurance

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Critical Illness

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Hospital Confinement Indemnity

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Short-Term Disability Insurance

Replaces a portion of income if a covered accident or sickness prevents you from earning a paycheck.

RETIREMENT

Pension

PERS Retirement Plans

- Tier 2 Classic Formula 3%@55
- Tier 3 (PEPRA) Formula 2.7%@57

Social Security

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Deferred Compensation 457 Program

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Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.

COUNTY BENEFITS

General, Supervisory, and Professional Unit
(Safety)



MEDICAL

Anthem and Kaiser



Employee - Only

- High Deductible: Free
- PPO Plans: \$289 - \$321
- Kaiser: \$528 - \$630

Employee + 1

- High Deductible: Free
- PPO Plans: \$587 - \$642
- Kaiser: \$1,074 - \$1,270

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DENTAL

Delta Dental

Delta Care (HMO): Free
PPO + Premier 1000: \$17 - \$38
PPO + Premier 2000: \$25 - \$57

VISION

VSP

Vision Core: Free
Vision Buy-Up: \$4-\$13



*Amounts listed are monthly contributions.
Rates effective January 2025.*

LEAVE BENEFITS

Vacation

Starting at 11 days per year

Holidays

14 days per year

Sick Leave

12 days per year

WELLNESS PROGRAM

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RETIREMENT

Pension

PERS Retirement Plans

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Dependent Care FSA

Set aside pre-tax dollars to help pay for day care services.



COUNTY BENEFITS

No Benefits

No benefits are offered for this position.

Employee Wellness

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<https://www.bluezones.com/>

