

# 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

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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 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

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## 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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## SPENDING ACCOUNTS

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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

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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

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### Critical Illness

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### Short-Term Disability Insurance

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## 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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### 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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- 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

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### Deferred Compensation 457 Program

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

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### 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

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## LIFE INSURANCE

### Basic Life Insurance

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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

- 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)

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### 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

#### BeWell Sutter County

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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 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

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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



### 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
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### DENTAL

*Delta Dental*

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

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### 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

### WELLNESS PROGRAM

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# COUNTY BENEFITS



## Management

### MEDICAL

*Anthem and Kaiser*

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### DENTAL

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Delta Care (HMO): Free

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

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Vision Core: Free

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

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### LEAVE BENEFITS

#### Vacation

Starting at 11 days per year

#### Administrative Leave

13 days per year

#### Holidays

14 days per year

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12 days per year

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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

## 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
- 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

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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### 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)

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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

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
- 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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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.
- 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.
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### Dependent Care FSA

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# 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
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- High Deductible: Free
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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

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

### Social Security

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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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