

Sierra County Personnel P.O. Box 513 Downieville, CA 95936 (530) 289-2879

(530) 289-2879



### Overview of Sierra County Benefits beginning 1-1-2026

Sierra County provides up to \$1125.00 per month toward Health, Dental, and Vision benefits for full-time employees. The three benefits can be combined or selected separately. Medical Benefits begin on your second 1<sup>st</sup> of the month, after initial hire. Dental, Vision and Life Insurance begin on your first 1<sup>st</sup> of the month after initial hire.

### BENEFIT PERMIUMS BREAKDOWN

#### Dental & Vision Insurance Premiums

Dental Insurance is provided through Delta Dental and Vision Insurance is provided through VSP.

##### Dental ONLY

Employee only	\$49.90
Employee+1	\$88.30
Employee +Family	\$143.30

##### Vision ONLY

Employee only	\$8.70
Employee+1	\$12.40
Employee +Family	\$21.80

##### Dental + Vision ONLY

Employee only	\$58.60
Employee+1	\$100.70
Employee +Family	\$165.10

#### Medical Insurance Premiums (With and Without Dental/Vision)

Medical insurance is provided through Blue Shield with four health plans to choose from:

#### Gold Plan PPO Premiums:

##### Medical ONLY:

Employee only	\$1,484.23/Employee cost per month \$359.23
Employee+1	\$2,970.52/Employee cost per month \$1,845.52
Employee +Family	\$3860.44/Employee cost per month \$ 2,735.44

##### Medical plus Dental ONLY

Employee only	\$1,534.13/Employee cost per month \$409.13
Employee+1	\$3,058.82/Employee cost per month \$1,933.82
Employee +Family	\$4,003.74/Employee cost per month \$2,878.74

Medical plus Vision ONLY	
Employee only	\$1,492.93/Employee cost per month \$369.93
Employee+1	\$2,982.92/Employee cost per month \$1,857.92
Employee +Family	\$3,882.24/Employee cost per month /\$2,757.24
Medical plus Dental + Vision	
Employee only	\$1,542.83/Employee cost per month \$417.83
Employee+1	\$3,071.24/Employee cost per month \$1,946.22
Employee +Family	\$4,024.54/Employee cost per month \$2900.54

### **Silver Plan PPO Premiums:**

#### Medical ONLY:

Employee only	\$1,066.05/Employee cost per month \$0
Employee+1	\$2,131.07/Employee cost per month \$ 1006.07
Employee +Family	\$2,766.58/ Cost to employee per month \$ 1,641.58

#### Medical plus Dental ONLY

Employee only	\$1,115.95/Employee cost per month \$0
Employee+1	\$2,219.37/Employee cost per month \$1,094.37
Employee +Family	\$2,909.88/Employee cost per month \$1,784.88

#### Medical plus Vision ONLY

Employee only	\$1,074.75/Employee cost per month \$0
Employee+1	\$2,143.47/Employee cost per month \$1,018.47
Employee +Family	\$2,788.38/Employee cost per month \$1,663.38

#### Medical plus Dental + Vision

Employee only	\$1,124.65/Employee cost per month \$0
Employee+1	\$2,231.77/Employee cost per month \$1,106.77
Employee +Family	\$2,931.68/ Employee cost per month \$1,806.68

### **EPO Plan Premiums:**

#### Medical ONLY:

Employee only	\$1,776.75/ Cost to employee per month \$651.75
Employee+1	\$3,558.65/Cost to employee per month \$2,433.65
Employee +Family	\$4,627.79/Cost to employee per month \$3,502.79

#### Medical plus Dental ONLY

Employee only	\$1,826.65/Employee cost per month \$701.65
Employee+1	\$3,3646.95/Employee cost per month \$2,521.95
Employee +Family	\$4,771.09/Employee cost per month \$3,646.09

#### Medical plus Vision ONLY

Employee only	\$1,785.45/Employee cost per month \$660.45
Employee+1	\$3,571.05/Employee cost per month \$2,446.05
Employee +Family	\$4,649.59/ Employee cost per month \$3,524.59

Medical plus Dental + Vision

Employee only	\$1,835.35/Employee cost per month \$710.35
Employee+1	\$3,659.35/Employee cost per month \$2,534.35
Employee +Family	\$4,792.89/ Employee cost per month \$3,667.89

**H.S/A 10/90 Premiums:**

Medical ONLY:

Employee only	\$1,237.03/Cost to employee per month \$112.03
Employee+1	\$2,481.27/Cost to employee per month \$1,356.27
Employee +Family	\$3,221.84/Cost to employee per month \$2,096.84

Medical plus Dental ONLY

Employee only	\$1,286.93/Employee cost per month \$161.93
Employee+1	\$2,569.57/Employee cost per month \$1,444.57
Employee +Family	\$3,365.14/Employee cost per month \$2,240.14

Medical plus Vision ONLY

Employee only	\$1,245.73/Employee cost per month \$120.73
Employee+1	\$2,493.67/Employee cost per month \$1,368.67
Employee +Family	\$3,243.64/Employee cost per month \$2,118.64

Medical plus Dental + Vision

Employee only	\$1,295.63/Employee cost per month \$170.63
Employee+1	\$2,581.97/Employee cost per month \$1,456.97
Employee +Family	\$3,386.94/Employee cost per month \$2,261.94

Employees that elect qualified coverage outside of the county may apply to receive \$562.50 per month, as a buyback towards the other qualified health coverage, like under a Spouse's policy.

Sierra County provides \$50,000.00 of Life Insurance with the option to purchase additional supplemental coverage. Also provided is both Air Med Care and Enloe Flight Care (helicopter for medical emergency insurance) for both employees and family paid by the county.

We have an Aflac insurance broker for additional various types of insurance as well as Nationwide and Cal Pers 457 brokers for supplemental savings plans.

Sierra County participates in Cal Pers Retirement. Classic Members are 2.7% at 55 and Pepra (employees joining after 1-1-2013) members are 2% at 62.