



Deputy Sheriff Law Enforcement Management Unit (DSLEM)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

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|--|--|
| Memorandum of Understanding (MOU) Term | June 12, 2023 – March 31, 2026 |
| Bargaining Unit | Law Enforcement Management - 43 |
| Representation | Sonoma County Deputy Sheriff Law Enforcement Management Unit |
| Health and Welfare | |
| Benefit Level | Full-time (80 hours/1.0 FTE) |
| Medical | <p>Semi-Monthly County Contribution Effective June 1, 2024 – May 31, 2025</p> <p>\$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more</p> |
| Dental | <p>\$45.15 – Semi-Monthly County Contribution \$14.13 – Semi-Monthly Employee Contribution</p> |
| Vision | County Paid (\$7.45 Semi-Monthly) |
| Basic Life Insurance – County Paid | 2-times Annual Salary |
| Supplemental Life – Employee Paid | 1, 2, 3, or 4 times Basic Life (not to exceed \$500,000 when combined with Basic Life) |
| Dependent Life – Employee Paid | \$5,000 each Eligible Dependent |
| Accidental Death & Dismemberment – County Paid | 2-times Annual Salary |
| Leave Provisions | |
| Vacation – Accrual based on years of service | Accrue up to 5.64 – 10.08 hours Maximum accrual not to exceed 500 hours |
| Holiday | 12 Holidays per year |
| Sick | Accrue up to 3.68 hours |
| Paid Parental Leave | 320 hours (subject to eligibility requirements) |
| Compassionate | Up to 3 days per eligible occurrence |
| Retirement - Pension | |
| <p>Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)</p> | 3% at 50 |
| <p>Tier 2 (Retirement system membership on or after 1/1/2013)</p> | 2% at 50; 2.7% at 57 |

In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: April 8, 2024

| Retirement – Other | |
|--|--|
| 401(a) Deferred Compensation | 4.5% of Gross Salary County Contribution |
| 457 - Voluntary Deferred Compensation | Employee Paid (optional) |
| DSA Retiree Medical Trust – All Employees in Paid Status | \$25.00 per pay period County Contribution \$75.00 per pay period Employee Contribution |
| DSA Retiree Medical Trust – Hired on or after January 1, 2009 | \$2,400 Lump Sum Deposit upon meeting eligibility criteria; then \$0.58 per eligible pay status hour (Approximately \$1200 per year) |
| DSA Retiree Medical Trust – Hired prior to January 1, 2009 and Retired on or after August 28, 2018 | \$500 per month County Contribution into RMT |
| Other Benefits | |
| Staff Development/Wellness | Paid annually as Lump Sum on first July paycheck |
| <u>Management</u> | \$1,100 per Fiscal Year |
| <u>Assistant Sheriffs</u> | \$1,300 per Fiscal Year |
| Annual Physical | County Paid |
| Equipment Allowance | Paid annually as Lump Sum on first July paycheck \$500 per Fiscal Year |
| Dependent Care Assistance Program (DCAP) | Employee Paid (Optional) |
| Health Flexible Spending Account (FSA) | Employee Paid (Optional) |
| Employee Assistance Program (EAP) | County Paid |
| Long-Term Disability | PORAC Plan through Association Up to \$34.00 Monthly County Contribution |

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2024/2025 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage.

| | |
|-------------------|---|
| \$565.81 | Premium |
| - <u>\$446.50</u> | County Contribution |
| \$119.31 | Employee Semi-Monthly Out-of-Pocket Cost |

Example #2: Employee elects Sutter Health Plus HMO with Employee + 1 dependent coverage.

| | |
|-------------------|---|
| \$811.70 | Premium |
| - <u>\$811.70</u> | County Contribution |
| \$0.00 | Employee Semi-Monthly Out-of-Pocket Cost |

Example #3: Employee elects Western Health Advantage HMO with Employee + 2 or more dependents coverage.

| | |
|---------------------|---|
| \$1,124.21 | Premium |
| - <u>\$1,124.21</u> | County Contribution |
| \$0.00 | Employee Semi-Monthly Out-of-Pocket Cost |

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