

Salary Resolution

Unrepresented and Confidential

All benefits are per pay period unless otherwise noted



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| Memorandum of Understanding (MOU) Term | Revised July 11, 2023 |
| Representation | Sonoma County Administrative Management Council (SCAMC) |

Health and Welfare

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| Benefit Level | Full Time (80 hours/1.0 FTE) |
| Medical | Semi-Monthly County Contribution Effective June 1, 2025 - May 31, 2026 \$469.00 Employee Only \$938.00 Employee + 1 \$1,326.00 Employee + 2 or More |
| Dental | \$45.15 Semi-Monthly County Contribution \$14.13 Semi-Monthly Employee Contribution |
| Vision - County Paid | \$7.45 Semi-Monthly |
| Basic Life Insurance - County Paid | 1.5x Annual Salary |
| Supplemental Life Insurance - Employee Paid | Unrepresented - \$10,000 increments Confidential - 1-4x Basic Life (not to exceed \$500,000 when combined with Basic) |
| Dependent Life - Employee Paid | \$0.23 Semi-Monthly Coverage of \$5,000 per Eligible Dependent |
| Accidental Death & Dismemberment (AD&D) - County Paid | 1.5x Annual Salary |

Leave Provisions

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| Vacation - Accrual based on years of service | Accrue up to 4.94 - 8.01 hours Maximum accrual not to exceed 280-360 hours |
| Vacation Savings Plan (VSP) - Employee Paid | Set aside up to 20 hours of base pay each plan year during years 3 through 5 |
| Holiday | 12 holidays per year 1 Floating Holiday per year (no carryover or cash out) |
| Sick | Accrue up to 3.68 hours |
| Paid Parental Leave | 320 hours (subject to eligibility requirements) |
| Compassionate | Up to 32 hours per eligible occurrence |

Retirement - Pension

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| Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply) | General - 3% at 60 Safety - 3% at 50 |
| Tier 2 (Retirement system membership on or after 1/1/2013) | General - 2% at 62; 2.5% at 67 Safety - 2% at 50; 2.7% at 57 |

Retirement - Other

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| 401(a) Deferred Compensation | County contribution of 1.9% base salary |
| 457 - Voluntary Deferred Compensation - optional | County to match employee contribution up to 1% of base salary into 401(a) |
| Retiree Medical Plan - Hired prior to January 1, 2009 | See Salary Resolution for eligibility requirements |
| Retiree Health Reimbursement Account (HRA) - Hired on or after January 1, 2009 | \$2,400 lump sum deposit upon meeting eligibility criteria; then \$0.88 per eligible pay status hour (Approximately \$1,830 per year) |

Other Benefits

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| Staff Development Reimbursement | \$500 per fiscal year |
| Wellness/Emergency Preparedness | Paid annually on first full July pay cycle Lump sum \$750 per year |
| Dependent Care Assistance Program (DCAP) | Employee paid (optional) |
| Health Flexible Spending Account (FSA) | Employee paid (optional) |
| Employee Assistance Program (EAP) | County paid |
| Short Term Disability - Confidential Only | Employee Paid through SEIU Union Insurance Services |
| Long Term Disability | County paid |

Example of Semi-Monthly Medical Premium - Based on 2025/2026 Medical Plan Premiums

Kaiser Permanente HMO with employee only coverage

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|------------------|---|
| \$609.87 | Total Premium |
| <u>-\$469.00</u> | County Semi-Monthly Contribution |
| \$140.87 | Employee Semi-Monthly Contribution |

HR Benefits Unit • 707-565-2900 • hr.benefits@sonomacounty.gov

In 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 benefits details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: February 18, 2026