



Sonoma County Law Enforcement Managers Association (SCLEMA)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Memorandum of Understanding (MOU) Term	June 12, 2023 – July 2, 2026
Representation	Sonoma County Law Enforcement Managers Association
Health and Welfare	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	Semi-Monthly County Contribution Effective June 1, 2024 – May 31, 2025 \$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more
Dental	\$46.24 – Semi-Monthly County Contribution \$13.04 – Semi-Monthly Employee Contribution
Vision	County Paid (\$7.45 Semi-Monthly)
Basic Life Insurance – County Paid	2-times Annual Base 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 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	2-times Annual Base 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 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 3 days per eligible occurrence
Retirement - Pension	
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	General – 35% 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

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	
401a Deferred Compensation	5% Base Salary + \$18.98 County Contribution Correctional Lieutenant and Sheriff Captain (Corrections) Only 6% Base Salary + \$18.98 County Contribution
457 - Voluntary Deferred Compensation	Employee Paid (optional)
Health Reimbursement Account (HRA) – Eligible employees in paid status	\$25.00 per pay period County Contribution
Retiree Health Reimbursement Account (HRA) – 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 \$1,200 per year)
Retiree Health Reimbursement Account (HRA) – Hired prior to January 1, 2009 and retired on or after September 25, 2018	\$500 per month County contribution
Other Benefits	
Staff Development/Wellness Reimbursement	Paid annually as Lump Sum on first July paycheck \$1,000 per fiscal year
Service Equipment Allowance	Paid annually as Lump Sum on first July paycheck \$250 per fiscal year
Dependent Care Assistance Program (DCAP)	Employee Paid (optional)
Health Flexible Spending Account	Employee Paid (optional)
Employee Assistance Program (EAP)	County Paid
Long-Term Disability	PORAC plan through Association \$11.31 Employee 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
 - \$446.50 County Contribution
\$119.31 Employee Semi-Monthly Out-of-Pocket Cost

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

\$811.70 Premium
 - \$811.70 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

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

\$1,124.21 Premium
 - \$1,124.21 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

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