

# Sonoma County Law Enforcement Association (SCLEA)

All benefits are per pay period unless otherwise noted



<b>Memorandum of Understanding (MOU) Term</b>	June 15, 2023 - May 1, 2026
<b>Bargaining Unit</b>	Law Enforcement Non-Supervisory - 0040 Law Enforcement Supervisory - 0041 Corrections and Probation Non-Supervisory - 0030 Corrections and Probation Supervisory - 0070
<b>Representation</b>	Sonoma County Law Enforcement Association (SCLEA)

## Health and Welfare

<b>Benefit Level</b>	Full Time (80 hours/1.0 FTE)
<b>Medical</b>	<b>Semi-Monthly County Contribution</b> <b>Effective June 1, 2025 - May 31, 2026</b> \$469.00 Employee Only \$938.00 Employee + 1 \$1,326.00 Employee + 2 or More
<b>Dental</b>	\$46.24 Semi-Monthly County Contribution <b>\$13.04 Semi-Monthly Employee Contribution</b>
<b>Vision</b> - County Paid	\$7.45 Semi-Monthly
<b>Basic Life Insurance</b> - County Paid	1x Annual Salary
<b>Supplemental Life Insurance</b> - Employee Paid	Elect coverage in \$10,000 increments (not to exceed \$500,000 when combined with Basic)
<b>Dependent Life</b> - Employee Paid	\$0.23 Semi-Monthly Coverage of \$5,000 per Eligible Dependent
<b>Accidental Death &amp; Dismemberment (AD&amp;D)</b> - County Paid	1x Annual Salary

## Leave Provisions

<b>Vacation</b> - Accrual based on years of service	Accrue up to 3.53 - 8.13 hours Maximum accrual not to exceed 360 hours
<b>Holiday</b>	12 holidays per year 1 Floating Holiday per year (no carryover or cash out)
<b>Sick</b>	Accrue up to 3.68 hours
<b>Paid Parental Leave</b>	320 hours (subject to eligibility requirements)
<b>Compassionate</b>	Up to 3 days per eligible occurrence

Retirement - Pension	
<b>Tier 1</b> (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	General - 3% at 60 Safety - 3% at 50
<b>Tier 2</b> (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	
<b>401(a) Deferred Compensation</b>	County contribution of 1% base salary
<b>457 - Voluntary Deferred Compensation</b> - optional	Employee Paid
<b>Retiree Medical Plan -</b> Hired prior to January 1, 2009, retired on or after September 25, 2018	\$500 month County contribution into HRA account
<b>Retiree Health Reimbursement Account (HRA) -</b> 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)
Other Benefits	
<b>Staff Development Reimbursement</b> Non-Supervisory (0030 & 0040) Supervisory (0041 & 0070)	\$850 per fiscal year \$940 per fiscal year
<b>Dependent Care Assistance Program (DCAP)</b>	Employee paid (optional)
<b>Health Flexible Spending Account (FSA)</b>	Employee paid (optional)
<b>Employee Assistance Program (EAP)</b>	County paid
<b>Long Term Disability</b>	County paid

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

Kaiser Permanente HMO with employee only coverage

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

**HR Benefits Unit • 707-565-2900 • [hr.benefits@sonomacounty.gov](mailto: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: September 25, 2025