Deputy Sheriffs' Association (DSA)

ALL BENEFITS ARE <u>PER PAY PERIOD</u> UNLESS OTHERWISE NOTED

Memorandum of Understanding (MOU) Term	June 12, 2023 – March 31, 2026
Bargaining Units	Law Enforcement Non-Supervisory - 46 Law Enforcement Supervisory – 47
Representation	Sonoma County Deputy Sheriffs' 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	$45.15 – Semi-Monthly County Contribution **$14.13 – Semi-Monthly Employee Contribution**
Vision	County Paid ($7.45 Semi-Monthly)
Basic Life Insurance – County Paid	$100,000
Supplemental Life – Employee Paid	Elect coverage in $10,000 increments (not to exceed $500,000 when combined with Basic Life)
Dependent Life – Employee Paid	$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	$100,000

Leave Provisions

Vacation – Accrual based on years of service	Accrue up to 3.38 - 7.67 hours Maximum accrual not to exceed 400 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	
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	3% at 55; 3% at 50 Enhanced
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 50; 2.7% at 57

Retirement – Other	
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 _Non-Supervisory (46)_ _Supervisory (47)_	Paid annually as Lump Sum on first July paycheck $750 per Fiscal Year $850 per Fiscal Year
Equipment Allowance	Paid annually as Lump Sum on first July paycheck $750 per Fiscal Year
Dependent Care Assistance Program (DCAP) - Optional	Employee Paid (Optional)
Health Flexible Spending Account (FSA) - Optional	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
- $446.50   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
- $811.70   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
- $1,124.21   County Contribution
$0.00   **Employee Semi-Monthly Out-of-Pocket Cost**