

# 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 Units</b>	Law Enforcement Non-Supervisory – 40 Law Enforcement Supervisory – 41 Corrections and Probation Non-Supervisory – 30 Corrections and Probation Supervisory – 70
<b>Representation</b>	Sonoma County Law Enforcement Association
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full-time (80 hours/1.0 FTE)
<b>Medical</b>	<b>Semi-Monthly County Contribution Effective June 1, 2024 – May 31, 2025</b> \$446.50 Self \$893.00 Two-Party \$1,262.50 Family
<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 – County Paid</b>	1-time Annual Base Salary
<b>Supplemental Life – Employee Paid</b>	Elect coverage in \$10,000 Increments (not to exceed \$500,000 when combined with Basic Life)
<b>Dependent Life – Employee Paid</b>	\$5,000 per Eligible Dependent
<b>Accidental Death &amp; Dismemberment – County Paid</b>	1-time Annual Base Salary
<b>Leave Provisions</b>	
<b>Vacation - Accrual based on years of service</b>	Accrue up to 3.53 - 8.13 hours Maximum accrual not to exceed 360 hours
<b>Holiday</b>	12 holidays per year
<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

*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 - 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>	1% Base Salary County Contribution
<b>457 - Voluntary Deferred Compensation</b>	Employee Paid (optional)
<b>Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009</b>	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then \$0.58 per eligible pay status hour (approximately \$1,200 per year)
<b>Retiree Health Reimbursement Account (HRA) – Hired prior to January 1, 2009 and Retired on or after September 25, 2018</b>	\$500 per month County contribution into HRA account
Other Benefits	
<b>Staff Development/Wellness Reimbursement</b> <u>Non-Supervisory (30 &amp; 40)</u> <u>Supervisory (41 &amp; 70)</u>	\$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>	PORAC Plan through Association Up to \$32.70 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**

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