



Public Defender Investigators (SCPDIA)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Memorandum of Understanding (MOU) Term	June 12, 2023 – June 17, 2026
Representation	Sonoma County Public Defender Investigators' Association
Bargaining Units	Non-Supervisory - 55 Supervisory - 56
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 Self \$893.00 Two-Party \$1,262.50 Family
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	1-time Base Annual Salary
Supplemental Life – Employee Paid	\$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	1-time Base Annual Salary
Leave Provisions	
Vacation – Accrual based on years of service	Accrue up to 3.53 – 8.13 hours
<u>Non-Supervisory (55)</u> <u>Supervisory (56)</u>	Maximum accrual not to exceed 310 hours Maximum accrual not to exceed 360 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

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	
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	3% at 60
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67
Retirement – Other	
401(a) Deferred Compensation	1% Base Salary - County Contribution
457 - Voluntary Deferred Compensation	Employee Paid (optional)
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 \$1200 per year)
Retiree Health Reimbursement Account (HRA) – Hired prior to January 1, 2009, and retired on or after November 14, 2018	\$500 per month County contribution
Other Benefits	
Staff Development/Wellness Reimbursement <u>Non-Supervisory (55)</u> <u>Supervisory (56)</u>	\$1,100 per Fiscal Year \$1,190 per Fiscal Year
Dependent Care Assistance Program (DCAP)	Employee Paid (Optional)
Health Flexible Spending Account (FSA)	Employee Paid (Optional)
Employee Assistance Program (EAP)	County Paid
Long-Term Disability	County Paid

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2024/2025 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Self 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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