Deputy Sheriff Law Enforcement Management Unit (DSLEM)

All benefits are per pay period unless otherwise noted

Memorandum of Understanding (MOU) Term	June 12, 2023 - March 31, 2027
Bargaining Units	Law Enforcement Management - 43
Representation	Sonoma County Deputy Sheriff Law Enforcement Management Unit

Health and Welfare

Benefit Level	Full Time (80 hours/1.0 FTE)
Medical	**Semi-Monthly County Contribution** **Effective June 1, 2026 - May 31, 2027** $516.00 Employee Only $1,032.00 Employee + 1 $1,458.50 Employee + 2 or More
Dental	$44.29 Semi-Monthly County Contribution **$14.13 Semi-Monthly Employee Contribution**
Vision - County Paid	$7.15 Semi-Monthly
Basic Life Insurance - County Paid	2x Annual Salary
Supplemental Life Insurance - Employee Paid	1-4x Basic Life (not to exceed $500,000 when combined with Basic)
Dependent Life - Employee Paid	$0.23 Semi-Monthly Coverage of $5,000 per Eligible Dependent
Accidental Death & Dismemberment (AD&D) - County Paid	2x Annual 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
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 50
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 50; 2.7% at 57

Retirement - Other	
401(a) Deferred Compensation	County contribution of 4.5% gross salary
457 - Voluntary Deferred Compensation	Employee Paid (optional)
DSA Retiree Medical Trust (RMT) - 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 $1,200 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 Management Assistant Sheriffs	Paid annually as lump sum on first July paycheck $1,100 per fiscal year $1,300 per fiscal year
Annual Physical	County paid
Equipment Allowance	Lump sum $500 per year Paid annually on first full July pay cycle
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	PORAC plan through association up to $34.00 monthly County contribution

Example of Semi-Monthly Medical Premium - Based on 2026/2027 Medical Plan Premiums

Kaiser Permanente HMO with employee only coverage

$640.67	Total Premium
-$516.00	County Semi-Monthly Contribution
$124.67	**Employee Semi-Monthly Contribution**

HR Benefits Unit • 707-565-2900 • 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: August 21, 2025