Engineers & Scientists of California (ESC)

All benefits are per pay period unless otherwise noted

Memorandum of Understanding (MOU) Term	June 6, 2023 - March 25, 2027
Representation	Engineers and Scientists of California (ESC), Local 20 International Federation of Professional and Technical Engineers, AFL-CIO & CLC

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	$45.38 Semi-Monthly County Contribution **$13.04 Semi-Monthly Employee Contribution**
Vision - County Paid	$7.15 Semi-Monthly
Basic Life Insurance - County Paid	$25,000
Supplemental Life Insurance - Employee Paid	1-5x Base Annual Salary (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	$25,000

Leave Provisions

Vacation - Accrual based on years of service	Accrue up to 4.94 - 8.01 hours Maximum accrual not to exceed 300 hours
Vacation Savings Plan (VSP) - Employee Paid	Set aside up to 20 hours of base pay each plan year during years 2 through 5
Holiday	12 holidays per year 1 Floating Holiday per year for employees hired before April 17, 2023 (no carryover or cash out)
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 32 hours per eligible occurrence

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	Employee Paid (Optional)
457 - Voluntary Deferred Compensation	Employee Paid (optional)
Retiree Medical Plan - Hired prior to January 1, 2009	See Memorandum of Understanding (MOU) for eligibility requirements
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 $1,200 per year)

Other Benefits	
Staff Development/Wellness Reimbursement	$850 per fiscal year
Continuing Education Requirements - Applies only to Children's Therapy Program - Occupational Therapists I/II and Physical Therapists I/II	$1,500 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
Short Term Disability	Employee paid (optional)
Long Term Disability	County paid

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: May 21, 2026