Salary Resolution
Unrepresented and Confidential

All benefits are per pay period unless otherwise noted

Memorandum of Understanding (MOU) Term	Revised July 11, 2023
Representation	Sonoma County Administrative Management Council (SCAMC)

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	1.5x Annual Salary
Supplemental Life Insurance - Employee Paid	Unrepresented - $10,000 increments Confidential - 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	1.5x Annual Salary

Leave Provisions

Vacation - Accrual based on years of service	Accrue up to 4.94 - 8.01 hours Maximum accrual not to exceed 280-360 hours
Vacation Savings Plan (VSP) - Employee Paid	Set aside up to 20 hours of base pay each plan year during years 3 through 5
Holiday	12 holidays per year 1 Floating Holiday per year (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)	General - 3% at 60 Safety - 3% at 50
Tier 2 (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	
401(a) Deferred Compensation	County contribution of 1.9% base salary
457 - Voluntary Deferred Compensation - optional	County to match employee contribution up to 1% of base salary into 401(a)
Retiree Medical Plan - Hired prior to January 1, 2009	See Salary Resolution 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 $0.88 per eligible pay status hour (Approximately $1,830 per year)

Other Benefits	
Staff Development Reimbursement	$500 per fiscal year
Wellness/Emergency Preparedness	Paid annually on first full July pay cycle Lump sum $750 per 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 - Confidential Only	Employee Paid through SEIU Union Insurance Services
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