Sonoma County Law Enforcement Managers Association (SCLEMA)

All benefits are per pay period unless otherwise noted

Memorandum of Understanding (MOU) Term	June 12, 2023 - July 2, 2027
Representation	Sonoma County Law Enforcement Managers Association (SCLEMA)

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	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 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 3 days 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 5% base salary + $18.98 Correctional Lieutenant and Sheriff Captain (Corrections) 6% base salary + $18.98
457 - Voluntary Deferred Compensation - optional	Employee Paid
Health Reimbursement Account (HRA) - Eligible employees in paid status	County contribution of $25.00 per pay period
Retiree Medical Plan - Hired prior to January 1, 2009 and retired on or after September 25, 2018	$500 monthly County contribution into HRA
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/Wellness Reimbursement	Lump sum $1,000 per year Paid annually on first full July pay cycle
Service Equipment Allowance	Lump sum $250 per year Paid annually on first full July pay cycle
Cell Phone Stipend	$50 per month for designated employees who use their personal cell phone for County business
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 - Employee Paid	$11.31 - PORAC plan through Union

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