

Sonoma County Public Defender Unit Non-Supervisory (SCDPDAA)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



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| Memorandum of Understanding (MOU) Term | May 16, 2023 – May 6, 2026 |
| Representation | Sonoma County Deputy Public Defender Attorneys' Association (SCDPDAA) |
| Health and Welfare | |
| Benefit Level | Full-time (80 hours/1.0 FTE) |
| Medical | <p>Semi-Monthly County Contribution Effective June 1, 2024 – May 31, 2025</p> <p>\$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more</p> |
| Dental | <p>\$45.15 – Semi-Monthly County Contribution \$14.13 – Semi-Monthly Employee Contribution</p> |
| Vision | County Paid (\$7.45 Semi-Monthly) |
| Basic Life Insurance – County Paid | 2-times Annual Salary |
| Supplemental Life – Employee Paid | 1, 2, 3, or 4 times Basic Life (not to exceed \$500,000 when combined with Basic Life) |
| Dependent Life – Employee Paid | \$5,000 per Eligible Dependent |
| Accidental Death & Dismemberment – County Paid | 2-times Annual Salary |
| Leave Provisions | |
| Vacation – Accrual based on years of service | <p>Accrue up to 7.55 – 10.31 hours Maximum accrual not to exceed 480 hours</p> |
| Holiday | <p>12 holidays per year 1 Floating Holiday per year (no carryover or cash-out)</p> |
| Sick | Accrue up to 3.68 hours |
| Paid Parental Leave | 320 hours (subject to eligibility requirements) |
| Compassionate | Up to 32 hours 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 | |
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| Tier 1 – Non-Safety (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply) | 3% at 60 |
| Tier 2 – Non-Safety (Retirement system membership on or after 1/1/2013) | 2% at 62; 2.5% at 67 |
| Retirement – Other | |
| 401(a) Deferred Compensation | 4.5% Base Salary – County Contribution |
| 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 \$1200 per year) |
| Other Benefits | |
| Staff Development/Wellness Reimbursement | \$1,250 per Fiscal Year |
| Additional Annual Staff Development Allowance (membership dues, conferences, and training fees) | \$848 per Fiscal Year |
| California Bar Dues | County Paid |
| 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 Employee Only 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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