



**REGULAR FULL-TIME STAFF POSITIONS  
SEIU REPRESENTED POSITIONS  
BENEFIT SUMMARY**

**Health/Wellness Benefits:**

- Several healthcare plans are available through California Public Employees' Retirement System (CalPERS). Sonoma County Library contributes between 80-84% towards monthly premium and Employee Contribution is between 16-20% based on the employee's position. Please review [CalPERS Health Benefit Summary](#) to see details of CalPERS health plans.
- Library pays full cost (100%) of Dental insurance, Vision Plan, and Employee Assistance Program (EAP).

**Vacation/Sick Leave:**

- Vacation Accrual – 15 days per year (1.25 days per month) with increases based on length of service.
- Equivalent of 13 paid holidays per year (12 full days and 2 half days).
- Sick leave accrues at 1 day per calendar month

**Retirement:**

- Library participates in the California Public Employees' Retirement System (CalPERS) Please see [CalPERS retirement page](#) for further details.
- Percentage of CalPERS retiree health reimbursed by the Library or a Health Savings Account (eligibility is dependent on the date of hire and length of service).
- Sonoma County Library DOES NOT participate in Social Security.

**Other Benefits:**

- Life Insurance – 100% paid by Library (30K)
- Long Term Disability (LTD) insurance – 100% paid by Library
- Accidental Death and Dismemberment Insurance (AD&D) – 100% paid by Library
- Library Participates in Medicare.
- State Disability Insurance (SDI)/Paid Family Leave (PFL) – 100% paid by Employee