



**UNREPRESENTED CONFIDENTIAL CLASSIFICATIONS
BENEFIT SUMMARY**

Health/Wellness Benefits:

- Several healthcare plans are available through California Public Employees’ Retirement System (CalPERS). Sonoma County Library contributes 82% towards the monthly premium and employee contribution is 18% (benchmarked to the Kaiser plan per the MOU). Please visit [CalPERS Health Benefit Summary](#) to see details of available CalPERS health plans.
- Library pays full cost (100%) of Dental insurance, Vision Plan, and Employee Assistance Program (EAP).

Vacation/Administrative Leave/Sick Leave:

- Equivalent of 13 paid holidays per year (12 full days and 2 half days).
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Years Worked	Vacation Days per Year	Total Hours per Pay Period	Hourly Rate per Pay Period
Confidential			
1-5 years	16	4.92	.06150
6-10 years	19	5.85	.07313
11-15 years	22	6.77	.08463
16-20 years	25	7.69	.09613
21+ years	28	8.61	.10763

- Sick leave accrues at 1 day per calendar month.

Retirement:

- Library participates in the California Public Employees’ Retirement System (CalPERS) <https://www.calpers.ca.gov/page/active-members> 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
- 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