



FULL-TIME BENEFIT SUMMARY

Retirement:

- The library participates in the California Public Employees' Retirement System (CalPERS). Please visit the [CalPERS website](#) for additional information.
- A percentage of CalPERS retiree health is reimbursed by the library or a Health Savings Account (eligibility is dependent on the date of hire and length of service).
- Voluntary participation in additional deferred compensation (457b) plan.
- Please note: Sonoma County Library DOES NOT participate in Social Security.

Paid Leave:

- 13 paid holidays per year (8 hours each)
- Vacation Accrual: 15 days per year (1.25 days per month) with increases based on length of service.
- Sick leave accrues at 1 day per calendar month
- Compassionate leave

Health and Wellness Benefits:

- Multiple health plans are available through the California Public Employees' Retirement System (CalPERS). Sonoma County Library contributes 80–84% of the monthly premium, depending on classification, with employees contributing 16–20% (benchmarked to the Kaiser plan per the MOU). For plan details, visit <https://www.calpers.ca.gov>.
- The library pays 100% of premiums for dental insurance and vision coverage
- Employee Assistance Program
- Term Life and Accidental Death Insurance
- Long Term Disability
- Health FSA, Dependent Care Account, Transit Commuter Plan

Other Benefits:

- Contributions to Medicare and State Disability Insurance (SDI)/Paid Family Leave (PFL)
- Eligible for SEIU Union membership or fee payer option
- Staff Development and Wellness benefits are available to eligible employees as defined by the Memorandum of Understanding (MOU).