



UNREPRESENTED CONFIDENTIAL NON-MANAGEMENT CLASSIFICATIONS 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: 16 days per year (4.92 hours accrued per pay period)
 - Vacation accrual increases after 5 years of consecutive 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 82% of the monthly premium, with employees contributing 18% (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 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)
- Staff development and Wellness benefits