

## UNREPRESENTED MANAGEMENT CLASSIFICATIONS BENEFIT SUMMARY<sup>1</sup>

### **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)
- Eligible for forty (40) hours of administrative leave per fiscal year
- Vacation accrual: 22 days per year (6.77hours accrued per pay period)
  - Vacation accrual increases after 5 years of consecutive service
- Sick leave accrues at 1 day per calendar month
- leave accrues at 1 day per calendar month

### **Relocation Expense Reimbursement (if applicable)**

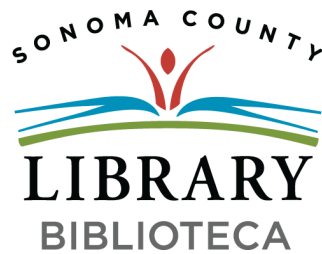
- The library will reimburse up to \$4,000 in relocation expenses, based on submitted receipts, less any travel expenses incurred for on-site interviews.
- Reimbursable expenses do not include alcoholic beverages or housing deposit

### **Health and Wellness Benefits:**

- Multiple health plans are available through the California Public Employees' Retirement System (CalPERS). Sonoma County Library contributes 80% of the monthly premium, with employees contributing 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 and vision coverage
- Employee Assistance Program
- Term Life and Accidental Death Insurance
- Long Term Disability
- Health FSA, Dependent Care Account, Transit Commuter Plan

---

<sup>1</sup> Library Director's benefit package is separate and approved by Library Commission.



**Other Benefits:**

- Contributions to Medicare and State Disability Insurance (SDI)/Paid Family Leave (PFL)
- Staff development and Wellness benefit

DISCOVER ▪ LEARN ▪ SHARE

[sonomalibrary.org](http://sonomalibrary.org)