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).

<table>
<thead>
<tr>
<th>Years Worked</th>
<th>Vacation Days per Year</th>
<th>Total Hours per Pay Period</th>
<th>Hourly Rate per Pay Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confidential</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-5 years</td>
<td>16</td>
<td>4.92</td>
<td>.06150</td>
</tr>
<tr>
<td>6-10 years</td>
<td>19</td>
<td>5.85</td>
<td>.07313</td>
</tr>
<tr>
<td>11-15 years</td>
<td>22</td>
<td>6.77</td>
<td>.08463</td>
</tr>
<tr>
<td>16-20 years</td>
<td>25</td>
<td>7.69</td>
<td>.09613</td>
</tr>
<tr>
<td>21+ years</td>
<td>28</td>
<td>8.61</td>
<td>.10763</td>
</tr>
</tbody>
</table>

- 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](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).

Revised November 9, 2023
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