UNREPRESENTED MANAGEMENT CLASSIFICATIONS
BENEFIT SUMMARY

Health/Wellness Benefits:
- Several healthcare plans are available through California Public Employees’ Retirement System (CalPERS). Sonoma County Library contributes 80% towards the monthly premium and employee contribution is 20% (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).
- Eligible for forty (40) hours of administrative leave per fiscal year.
- Sick leave accrues at 1 day per calendar month.

<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>Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-5 years</td>
<td>22</td>
<td>6.77</td>
<td>.08463</td>
</tr>
<tr>
<td>6-10 years</td>
<td>25</td>
<td>7.69</td>
<td>.09613</td>
</tr>
<tr>
<td>11-15 years</td>
<td>28</td>
<td>8.62</td>
<td>.10775</td>
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<tr>
<td>16-20 years</td>
<td>31</td>
<td>9.54</td>
<td>.11925</td>
</tr>
<tr>
<td>21+ years</td>
<td>34</td>
<td>10.45</td>
<td>.13063</td>
</tr>
</tbody>
</table>

Reimbursement of Relocation Expenses:
- Library will provide up to $4,000.00 for relocation expenses (based on receipts submitted) less any travel expenses incurred for on-site interviews. The reimbursement will not cover alcoholic beverage purchases or deposits on housing.

1 Library Director’s benefit package is separate and approved by Library Commission
Revised November 9, 2023
**Retirement:**
- Library participates in the California Public Employees’ Retirement System (CalPERS). Please see [CalPERS retirement page](#) 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.