



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

**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.
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Years Worked	Vacation Days per Year	Total Hours per Pay Period	Hourly Rate per Pay Period
Management			
1-5 years	22	6.77	.08463
6-10 years	25	7.69	.09613
11-15 years	28	8.62	.10775
16-20 years	31	9.54	.11925
21+ years	34	10.45	.13063

- Sick leave accrues at 1 day per calendar month.

**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.

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<sup>1</sup> 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.