

NON-REPRESENTED 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 monthly premium and Employee Contribution is 20%. 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 12 paid holidays per year (11 full days and 2 half days).
- Eligible for forty (40) hours of administrative leave per fiscal year.
- Vacation Accrual – 15 days per year (1.25 days per month) with increases based on length of service.
- Sick leave accrues at 1 day per calendar month.

Reimbursement of Relocation Expenses:

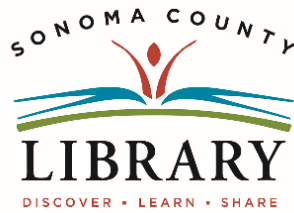
- Library will provide up to \$4,000.00 for relocation expenses (based on receipts submitted) less any travel expenses incurred for on-site interviews. The reimbursement will not cover alcoholic beverage purchases or deposits on housing.

Retirement:

- Library participates in CalPERS.
 - Formula varies depending on hire date (refer to current <https://www.calpers.ca.gov/page/active-members> for further details).
 - Percentage of Retiree medical paid by Library and dependents based on date of hire
 - Health Retirement Savings Account alternative may be available
- Sonoma County Library **DOES NOT** participate in Social Security.

Other Benefits:

- Life Insurance – 100% paid by Library (2 times annual salary).
- 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.



NON-REPRESENTED CONFIDENTIAL CLASSIFICATIONS BENEFIT SUMMARY

Health/Wellness Benefits:

- Several healthcare plans are available through California Public Employees' Retirement System (CalPERS).
 - Sonoma County Library contributes 80% towards monthly premium and Employee Contribution is 20% (except Volunteer Coordinator, which contributes 18%). Please visit [CalPERS Health Benefit Summary](#) to see details of CalPERS health plans.
- Library pays full cost (100%) of Dental insurance, Vision Plan, and Employee Assistance Program (EAP).

Vacation/Administrative Leave/Sick Leave:

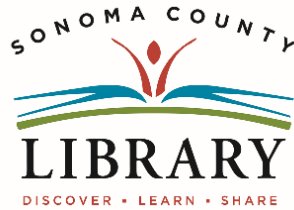
- Equivalent of 12 paid holidays per year (11 full days and 2 half days).
- Vacation Accrual – 15 days per year (1.25 days per month) with increases based on length of service.
- Sick leave accrues at 1 day per calendar month.

Retirement:

- Library participates in CalPERS.
 - Formula varies depending on hire date (refer to current <https://www.calpers.ca.gov/page/active-members> for further details).
 - Percentage of Retiree medical paid by Library and dependents based on date of hire
 - Health Retirement Savings Account alternative may be available
- Sonoma County Library DOES NOT participate in Social Security.

Other Benefits:

- Life Insurance – 100% paid by Library (2 times annual salary).
- 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.



**REGULAR FULL-TIME STAFF POSITIONS
SEIU REPRESENTED POSITIONS
BENEFIT SUMMARY**

Health/Wellness Benefits:

- Several healthcare plans are available through California Public Employees' Retirement System (CalPERS). Sonoma County Library contributes between 80-84% towards monthly premium and Employee Contribution is between 16-20%. Please [CalPERS Health Benefit Summary](#) to see details of CalPERS health plans.
- Library pays full cost (100%) of Dental insurance, Vision Plan, and Employee Assistance Program (EAP).

Vacation/Sick Leave:

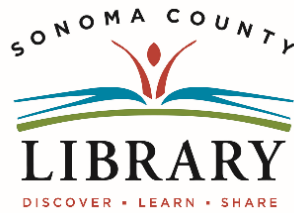
- Vacation Accrual – 15 days per year (1.25 days per month) with increases based on length of service.
- Equivalent of 12 paid holidays per year (11 full days and 2 half days).
- Sick leave accrues at 1 day per calendar month

Retirement:

- Library participates in the California Public Employees' Retirement System (CalPERS). Formula varies depending on hire date (refer to current [MOU](#) and <https://www.calpers.ca.gov/page/active-members> for further details)
- Sonoma County Library DOES NOT participate in Social Security

Other Benefits:

- Life Insurance – 100% paid by Library (30K)
- 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.



**PART-TIME STAFF POSITIONS (20 – 39 HOURS PER WEEK)
BENEFIT SUMMARY**

Health/Wellness Benefits:

- Eligible for Medical, Dental, and Vision plans at prorated cost

Retirement:

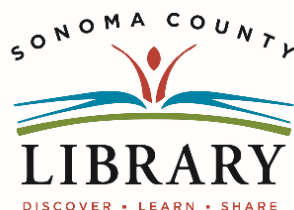
- Library participates in the California Public Employees' Retirement System (CalPERS). Formula varies depending on hire date (refer to current [MOU](#) and <https://www.calpers.ca.gov/page/active-members> for further details)
- Sonoma County Library DOES NOT participate in Social Security

Vacation/Sick Leave Accrual:

- Vacation/Sick Leave accruals based on number of hours worked

Other Benefits:

- Eligible for EAP Program
- Eligible for Life Insurance Policy (30K)
- State Disability Insurance (SDI)/Paid Family Leave (PFL) – 100% paid by Employee.
- Eligible for SEIU Union membership or fee payer option



PART-TIME STAFF POSITIONS (LESS THAN 20 HOURS PER WEEK)
BENEFIT SUMMARY

Retirement:

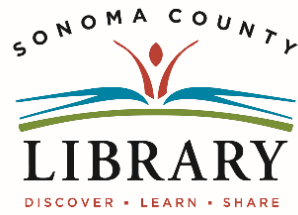
- Participation in a Deferred Compensation Plan (Sonoma County Library contributes 4.5% and Employees contribute 3%)
- Sonoma County Library DOES NOT participate in Social Security

Vacation/Sick Leave Accrual:

- Vacation/Sick Leave accruals based on number of hours worked

Other Benefits:

- Eligible for EAP Program
- Eligible for Life Insurance Policy (30K)
- State Disability Insurance (SDI)/Paid Family Leave (PFL) – 100% paid by Employee.
- Eligible for SEIU Union membership or fee payer option



EXTRA HELP STAFF POSITIONS

Benefit Summary:

- Eligible for EAP Program (Employee Assistance Program)
- Fee payer Union Members
- Accrual of California Paid Sick Leave based on number of hours worked.