



NON-REPRESENTED CONFIDENTIAL CLASSIFICATIONS BENEFIT SUMMARY

Health/Wellness Benefits:

- There are several healthcare plans available through the California Public Employees' Retirement System (CalPERS). The 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 review details of available CalPERS health plans.
- The Library pays the full cost (100%) of Dental insurance, Vision Plan, and Employee Assistance Program (part-time employees pay a pro-rated share for dental and vision premiums).

Vacation/Administrative Leave/Sick Leave:

- Equivalent of 13 paid holidays per year (12 full days and 2 half days).
- Vacation Accrual – 16 days per year (4.92 hours accrued per pay period), which increases after 5 years of consecutive service.
- Sick leave accrues at 1 day per calendar month.

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).
- Sonoma County Library DOES NOT participate in Social Security.

Other Benefits:

- Life Insurance – 100% paid by the Library
- Long Term Disability (LTD) insurance – 100% paid by the Library.
- Accidental Death and Dismemberment Insurance (AD&D) – 100% paid by the Library.
- Library Participates in Medicare.
- State Disability Insurance (SDI)/Paid Family Leave (PFL) – 100% paid by Employee.