



NON-REPRESENTED MANAGEMENT CLASSIFICATIONS BENEFIT SUMMARY¹

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.
- Vacation Accrual – 15 days per year (1.25 days per month), which 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 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.

¹ Library Director's benefit package is separate and approved by Library Commission
December 2022



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 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).
- Vacation Accrual – 15 days per year (1.25 days per month), which increases based on length of service.
- 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> 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.