

PROFESSIONAL ASSOCIATIONS

CALS will subsidize membership in the Arkansas Library Association by paying 50% of the first-year dues and 25% of second-year dues. Financial assistance will also be provided to attend Arkansas Library Association conferences. The American Library Association provides financial assistance for its first- and second-year membership dues. Employees may apply for travel grants to attend work-related conferences.

CALS LOGO WEAR

Free clothing featuring the CALS logo is occasionally offered to employees.

DIRECT DEPOSIT

Employees may have their salaries deposited directly into their bank accounts.

DISCOUNTS

Staff have free admission to selected movies at Ron Robinson Theater by showing their CALS employee badge.

LIBRARY SQUARE

Main Library

100 Rock St. • 918-3000
M-Sa: 9am-6pm

Bobby L. Roberts Library of Arkansas History & Art

401 President Clinton Ave. • 320-5700
Butler Center for Arkansas Studies • M-F: 9am-6pm • Sa: 12-4pm

CALS Ron Robinson Theater

100 River Market Ave. • 320-5715
Inside the Arcade Building • Hours vary based on scheduled events

Rock It! Lab

120 River Market Ave. • 320-5748
501 Makers & The Village • M-Sa: 9am-6pm
The River Shop • Sa: 10am-4pm

BRANCH LIBRARIES

Millie M. Brooks Library

13022 Hwy 365 S. • Wrightsville • 537-3186
Tu: 9:30am-4:30pm (9:30am-7pm, 3rd Tuesday each month)
W/Th: 9:00am-4:30pm

Hillary Rodham Clinton Children's Library & Learning Center

4800 West 10th St. • Little Rock • 978-3870
M/Tu/W/F/Sa: 9am-6pm • Th: 9am-8pm

Dee Brown Library

6325 Baseline Rd. • Little Rock • 568-7494
M: 9am-8pm • Tu-Sa: 9am-6pm • Su: 1-5pm

John Gould Fletcher Library

823 N. Buchanan St. • Little Rock • 663-5457
M/W: 9am-8pm • Tu/Th/F/Sa: 9am-6pm

Maumelle Library

10 Lake Pointe Dr. • Maumelle • 851-2551
M/Tu/F/Sa: 9am-6pm • W/Th: 9am-8pm

Sidney S. McMath Library

2100 John Barrow Rd. • Little Rock • 225-0066
M/W: 9am-8pm • Tu/Th/F/Sa: 9am-6pm • Su: 1-5pm

Max Milam Library

609 Aplin Ave. • Perryville • 501-889-2554
M/W/Th/F/Sa: 9am-6pm • Tu: 9am-8pm

Esther DeWitt Nixon Library

703 W. Main St. • Jacksonville • 457-5038
M/W/Th/F/Sa: 9am-6pm • Tu: 9am-8pm

Oley E. Rooker Library

11 Otter Creek Ct. • Little Rock • 907-5991
M/Tu/W/F/Sa: 9am-6pm • Th: 9am-8pm

Amy Sanders Library

10200 Johnson Dr. • Sherwood • 835-7756
M: 9am-8pm • Tu-Sa: 9am-6pm • Su: 1-5pm

Adolphine Fletcher Terry Library

2015 Napa Valley Dr. • Little Rock • 228-0129
M: 9am-8pm • Tu-Sa: 9am-6pm • Su: 1-5pm

Roosevelt Thompson Library

38 Rahling Cir. • Little Rock • 821-3060
M/W/F/Sa: 9am-6pm • Tu/Th: 9am-8pm

Sue Cowan Williams Library

1800 Chester St. • Little Rock • 376-4282
M/W/F/Sa: 9am-6pm • Tu/Th: 9am-8pm



Employee Benefits

careers@cals.org

**C
A
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**CENTRAL
ARKANSAS
LIBRARY
SYSTEM**

MAIN LIBRARY

100 Rock Street, Little Rock, AR 72201

PHONE

501.918.3033

FAX

501.375.7451

WEB

CALS.org

updated 3/17/25

LEAVE TIME

PAID HOLIDAYS

Full-time employees receive 12 paid holidays:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve Day
- Christmas Day

Regular part-time employees receive 4 hours of paid time for each holiday.

PAID TIME OFF

PTO combines traditional vacation and sick leave plans into one flexible, paid time-off policy. PTO may be used for vacation, personal or family illness/doctors' appointments, or for other personal business. The PTO accumulation limit is 480 hours. PTO is provided to full- and part-time employees.

SICK LEAVE POOL

Full-time employees may draw hours from the pool in the event of long-term illness after their own PTO balance has been exhausted. To join the Employee Sick Leave Pool, employees must donate one-half hour of PTO each pay period.

INSURANCE & OTHER COVERAGE

MEDICAL INSURANCE

CALS pay 80% of insurance premiums for regular full-time employees. CALS will also pay 50% of premiums for dependent coverage.

VISION INSURANCE

Visions insurance is available to regular full-time employees and their dependents. Employees pay 100% of the premium for this policy.

DENTAL INSURANCE

Dental insurance is available to full-time employees and their dependents. CALS pays 80% of the premium for the employee; employees pay 100% for dependents.

PAID PARENTAL LEAVE

CALS provides up to 12 weeks of paid parental leave to eligible employees following the birth of an employee's child or placement of a child with an employee through adoption or foster care. This policy runs concurrently with FMLA leave as applicable.

LIFE/ACCIDENTAL DEATH/DISEMBLEMENT

Life insurance is provided at no cost to full- and part-time employees. The policy amount for full-time employees is twice the employee's annual salary; the policy amount for eligible part-time employees is \$6,000.

LONG-TERM DISABILITY

Long-term disability insurance is provided at no cost to full-time employees.

LONG-TERM CARE

A 3-year, \$1,000 basic long-term care policy is provided to full-time employees. Additional coverage and/or dependent coverage is available. Employees pay 100% of the premiums for additional coverage.

WORKERS' COMPENSATION

CALS provides a comprehensive workers' compensation insurance program at no cost to all employees. This program covers any injury or illness sustained in the course of employment that requires medical treatment.

SUPPLEMENTAL INSURANCE PROGRAMS

Additional insurance policies are available to employees. Employees pay 100% of any supplemental coverage.

PRE-TAX OPTIONS

Premium payments made by employees for some programs are eligible for pre-tax payment. This option reduces taxable income because payments are deducted prior to determining tax withholding. This option must be updated prior to the beginning of each tax year.

EMPLOYEE ASSISTANCE PROGRAM

The EAP is a confidential counseling program to aid all employees and/or their dependents with a variety of problems, such as alcohol abuse, depression, and legal problems. Assessment and sessions are free; however, if long-term counseling is recommended, employees will be referred to other resources.

PET BENEFITS

Pet benefits are available to both part-time and full-time employees. Two pet benefit options are available.

RETIREMENT

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After six months of employment, CALS contributes 8% of the employee's salary to a retirement fund. This benefit is provided only to full-time employees.

DEFERRED COMPENSATION/457 PLANS

Full- and part-time employees may contribute to these plans, up to amounts set by IRS regulations. These contributions lessen taxable income and may be allocated to a variety of investment accounts chosen by the employee. If an employee contributes to this plan, CALS will contribute to a matching plan, up to 4% of the employee's salary.

SPECIAL FUNDS

MORRIS FUND

The purpose of the Morris Fund is to improve the working environment for CALS employees. Staff members decide how to spend their branch's annual allocation.

ALICE GRAY FUND

This fund assists employees who wish to further their education through tuition grants for college-level courses. All employees are eligible to apply.

EMPLOYEE ASSISTANCE LOAN

The Employee Assistance Loan is an emergency, short-term no-interest loan fund to assist employees with unforeseen financial emergencies. Loan approval and repayment must be arranged by the Director and Finance Officer.