



A Tradition of Stewardship
A Commitment to Service

MANAGEMENT NON-CLASSIFIED (Department Heads - Non-Elected)

Why work for Napa County?

In addition to the rewarding opportunity to give back to our community by providing necessary public services, we offer:

- ◆ **Medical Insurance** - The County makes a significant contribution toward the premium for employees and their dependents. Our employees have a choice of several CalPERS Plans: Kaiser HMO*, Anthem Blue Cross HMO*, UnitedHealthcare HMO*, Blue Shield HMO*, Health Net SmartCare*, PERS Choice PPO, PERSCare PPO, or PERS Select PPO (*only available in particular regions).
- ◆ **Dental Insurance** - The County pays full premium for employees and their dependents. Our employees have a choice of two Delta Dental plan options (PPO or DHMO).
- ◆ **Vision Insurance** - Our employees have a choice of two plan options (High or Low) administered by Vision Service Plan (VSP). Employee pays full premium for coverage.
- ◆ **Life Insurance** - Basic life and AD&D insurance policy equal to one times the annual salary with the premium paid by the County. Our employees also have the option to purchase supplemental life and AD&D insurance.
- ◆ **Employee Assistance Program** - Employees and their dependents are entitled to up to five (5) counseling sessions per incident.
- ◆ **Short Term Disability (STD)/Long-Term Disability (LTD)** - Employer paid benefit up to 66.67% of current salary paid after eligibility requirements are met and subject to maximum amounts.
- ◆ **Deferred Compensation** - Voluntary plan offered by MassMutual. Eligible for annual employer match up to \$1,000.
- ◆ **Holidays** - Twelve paid holidays per year.
- ◆ **Employee Leaves:**
 - ◆ **Vacation** - Fifteen to twenty-nine days annually based on years of service. Prior government service can be used in calculating vacation accrual rate at time of hire.
 - ◆ **Sick Leave** - Twelve days annual sick leave with unlimited accrual.
 - ◆ **Management Leave** - Eighty hours of paid leave per calendar year.
 - ◆ **Personal Leave** - Nineteen hours credited during the first pay period of the calendar year.
 - ◆ **Bereavement Leave** - We provide our employees with forty hours of paid bereavement leave per calendar year.
- ◆ **Education Reimbursement** - Tuition reimbursement of up to \$300 per fiscal year.
- ◆ **Automobile Allowance** - \$220.00 twice monthly (applies to select positions).
- ◆ **Cell Phone/PDA Allowance** - Allowance dependent upon usage.
- ◆ **Retirement** - California Public Employees' Retirement System (CalPERS): 2.5% @ 55 for members hired before October 29, 2011; 2.0% @ 60 for members with prior CalPERS or Reciprocal Agency service which began before 1/1/2013; or 2.0% @ 62 for new members with no prior CalPERS or Reciprocal Agency service. Retirement benefit formula may depend on individual circumstances. Please contact Napa County Human Resources for specific questions.
- ◆ **Post-Retirement Medical** - The County offers a post-retirement medical benefit program to employees who meet the qualifications. Please contact Human Resources for details.