Napa County Benefits Summary

As of June 1, 2022

DEPUTY SHERIFFS' ASSOCIATION
(LAW ENFORCEMENT UNIT)
Napa County offers options for medical, dental, and vision insurance which is effective the 1st of the month following your date of hire, and life insurance which is effective the date of hire.

Medical Insurance
Napa County makes the following contributions toward the premium for employees and their dependents:

- Employee Only, 94% of the most commonly enrolled plan premium
- Employee + One, 87% of the most commonly enrolled plan premium
- Employee + Two or More, 87% of the most commonly enrolled plan premium

Employees who waive CalPERS medical coverage due to other group medical coverage are eligible to receive $150 per month in lieu of participation in the health plan.

Dental Insurance
Napa 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 option (High or Low) administered by VSP Vision Care (VSP). Employees pay full premium for coverage. Employees who do not elect vision insurance have access to discounted eye exams and materials through the VSP Savings Pass.

Life Insurance
The County pays the premium for a Basic Life and AD&D insurance policy equal to $20,000. Our employees also have the option to purchase Supplemental Life and AD&D insurance, Spouse/Domestic Partner, and Child Life insurance.
CalPERS Pension

Unit employees are covered by a pension program provided by the California Public Employees' Retirement System (CalPERS). Employees are enrolled in one of the following benefit formulas based on eligibility:

- 2.7% @ 57 for new members with no prior CalPERS or Reciprocal Agency service
- 3% @ 55 for members with prior CalPERS or Reciprocal Agency which began before January 1, 2013
- 3% @ 50 for members hired at Napa County before May 14, 2011

Retirement benefit formula may depend on individual circumstances. Please contact Human Resources for specific questions.

Social Security

Napa County employees do not pay into Social Security.

Deferred Compensation

Voluntary 457 plan offered by Empower Retirement.

Post-Retirement Medical

The County offers a post-retirement medical benefit program to employees who meet the qualifications. Please contact Human Resources for details.
Holidays
Fourteen paid holidays per year:

<table>
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<tr>
<th>New Year's Day</th>
<th>Martin Luther King Jr.'s Birthday</th>
<th>Lincoln's Birthday</th>
<th>Washington's Birthday</th>
<th>Memorial Day</th>
<th>Juneteenth</th>
<th>Independence Day</th>
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<tr>
<td>Labor Day</td>
<td>Admission Day</td>
<td>Columbus Day</td>
<td>Armistice Day</td>
<td>Thanksgiving Day</td>
<td>Day After Thanksgiving</td>
<td>Christmas Day</td>
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Vacation
Twelve to twenty-six days annually based on years of service. Safety employees start accruing 3.8 hours per pay period, which is equivalent to twelve days of time off accrued per year for the first three years.

Sick Leave
Twelve days annually with unlimited accrual.

POST Certificate or Education Incentive Pay
3.5% of base salary for an employee who has been awarded a POST Intermediate Certificate, 5% for a POST Advanced Certificate, when not required by the employee's current classification.

3.5% of base salary for an employee in possession of an Associate's Degree, or 5% for a Bachelor's Degree. Employees shall not be eligible for both POST and Education Incentive Pay.

Personal Leave
Three hours credited during the first pay period of the calendar year.

Bereavement Leave
Forty hours of paid bereavement leave per calendar year.
Other Benefits

**Employee Assistance Program**
Employees and their dependents are entitled to up to five (5) counseling sessions per incident, at no cost, plus additional services offered by Claremont EAP.

**Education Reimbursement**
Tuition reimbursement up to $1,500 per DSA employee per year at a total of $30,000 year in accordance with County Policy.

**Uniform Allowance**
County provides allowance paid on a semi-annual basis to all Safety personnel required to maintain a uniform.

**Worker Proximity Housing Program**
Down payment assistance program available to County employees who meet qualifications.

**Other**
Napa County has many benefits to offer, all of which are outlined in the Napa County Policy Manual. For more information regarding benefits that the County has to offer, you are welcome to contact the Human Resources Analyst for the recruitment to which you are applying, or the Human Resources Benefits Team if you are a current employee.