Napa County
Benefits Summary
As of June 1, 2022

MANAGEMENT NON-CLASSIFIED
(OTHER)
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**, 97% 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 (pro-rated for part-time employees) 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 options (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 one time the annual salary up to a max of $200,000. Our employees also have the option to purchase Supplemental Life and AD&D insurance, Spouse/Domestic Partner, and Child Life insurance.
CalPERS Pension

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% @ 62 for new members with no prior CalPERS or Reciprocal Agency service
- 2% @ 60 for members with prior CalPERS or Reciprocal Agency service which began before January 1, 2013
- 2.5% @ 55 for members hired at Napa County before October 29, 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.

401(a) plan offered by Empower Retirement. Employees who enroll in the 457 plan are eligible to receive an annual employer match up to a max of $1,000 per calendar year to be deposited into the 401(a) plan. An additional irrevocable election to participate in the 401(a) plan may also be made within the first 30 days of employment (restrictions apply).

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
Thirteen paid holidays per year:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>New Year’s Day</th>
<th>Martin Luther King Jr.’s Birthday</th>
<th>Washington’s Birthday</th>
<th>Cesar Chavez’s Birthday</th>
<th>Memorial Day</th>
<th>Juneteenth</th>
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Vacation
Fifteen to twenty-nine days annually based on years of service. With proof of prior public service, Management - Non-Classified (Other) Employees who are not employed by Napa County at the time of their appointment, but were previously employed by a city, county (other than Napa County), special district, state or federal government agency may be eligible for Advance Vacation Accrual.

Sick Leave
Twelve days annually with unlimited accrual.

Management Leave
Eighty hours of paid leave per calendar year (pro-rated for the first year based on date of hire).

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

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

Short Term Disability/Long Term Disability
Employer paid benefit up to 66.67% of current salary paid after eligibility requirements are met and subject to maximum amounts.

Cell Phone Allowance
$35 or $70 per month allowance depending on usage.

Automobile Allowance
$220 twice monthly, applies to select positions.

*Holidays, Vacation, Sick Leave, Management Leave, Personal Leave, and Bereavement Leave are pro-rated for part-time employees.
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 $300 per fiscal year.

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.