



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*, Blue Shield HMO*, Health Net SmartCare*, Western Health Advantage*, 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. Employees who do not elect vision insurance have access to discounted eye exams and materials through the VSP Savings Pass.
- ◆ **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.