



Napa County Benefits Summary

As of January 1, 2026



PUBLIC SERVICES EMPLOYEE UNIT

A photograph of the Napa County Courthouse, a large, multi-story building with a prominent central tower and arched windows, set against a backdrop of hills and trees. The image is partially obscured by a blue gradient overlay.

Insurance

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 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 Supplemental Life insurance, and Child Supplemental Life insurance.

Retirement

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% @ 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

Beginning the first pay period after January 1, 2026, the County will match up to \$900 for the 2026 calendar year.

Beginning the first pay period after January 1, 2027, the County will match up to \$1000 for the 2027 calendar year.

Post-Retirement Medical

The County offers a post-retirement medical benefit program to employees who meet the qualifications. Please contact Human Resources for details.

Pay & Time Off

Holidays

Paid holidays per year:

New Year's Day	Martin Luther King Jr.'s Birthday	Washington's Birthday	Cesar Chavez's Birthday	Memorial Day	Juneteenth	Independence Day
Labor Day	Indigenous People's Day	Veteran's Day	Thanksgiving Day	Day After Thanksgiving	Winter Holiday 12/24	Winter Holiday 12/25

Other Paid Time Off

Other Paid Time off for applicable bargaining units 12/26 - 12/31.

Vacation

Twelve to twenty-nine days annually based on years of service. Unit 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.

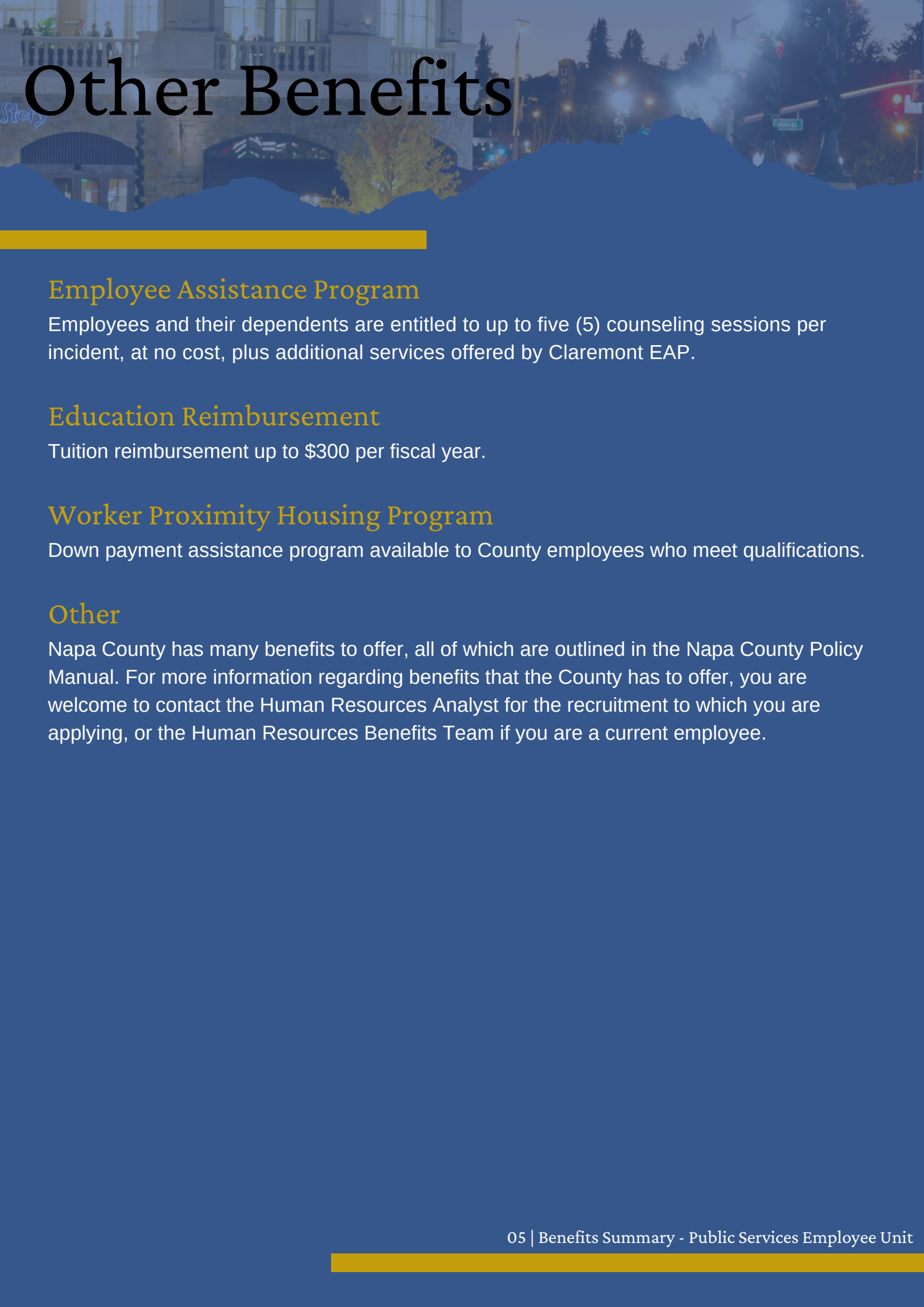
Personal Leave

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

Bereavement Leave

Forty hours of paid bereavement leave per calendar year.

*Holidays, Vacation, Sick Leave, Personal Leave, and Bereavement Leave are pro-rated based off start date within the calendar year and FTE.



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.