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NAPA COUNTY
MANAGEMENT COMPENSATION PLAN – MANAGEMENT NON-CLASSIFIED

Scope

The following sets forth the respective supplemental fringe benefits accorded to Management Non-Classified positions. Only those County Employee positions that have been designated as Management Non-Classified by formal action of the Board of Supervisors, as well as members of the Board of Supervisors, are eligible to receive these respective supplemental fringe benefits. A current listing of those Employee positions is set forth in Attachment 1, Part A and incorporated herein by reference. The supplemental fringe benefits are in addition to any benefits afforded in accordance with the current Memorandum of Understanding between the County and the Napa Association of Public Employees, SEIU, Local 1021 – Public Services Employee Supervisory Unit.

I. Definitions

For purposes of this policy, the following definitions shall apply:

A. Employee: Any person employed by the County, except an Officer, as reflected in the Departmental Allocation List.

B. Retired Officer or Employee: An Officer or Employee who has separated from active, permanent service for the purpose of retiring. It is presumed an Officer or Employee has retired if an application has been filed pursuant to a defined benefit plan such as the California Public Employees' Retirement Law, the County Employees Retirement Law of 1937, or any other similar private or public defined benefit program. In all other cases, documentation that demonstrates to the satisfaction of the Chief Human Resources Officer that the Officer or Employee has separated from active employment for the purposes of retirement must be provided.

C. Management Non-Classified: Members of the Board of Supervisors, Department Heads and the Division Heads of the County Executive Office (See Attachment 1, Part A).

D. Officer: All Elected Officials.

E. Dependents: Refers to only the following: (a) the Officer or Employee, (b) the spouse of the Officer or Employee, (c) the Officer or Employee's registered domestic partner as defined under California law and (d) the children of the Officer or Employee, provided they are considered dependents for purposes of the Internal Revenue Code. For purposes of health, vision, or dental care, dependents are also children who are not considered dependents for purposes of the Internal Revenue Code but are dependents as defined in the health, vision, or dental plan the Officer or Employee has selected. "Child" or "Children" means a biological, adopted or foster child, a stepchild, a legal ward, or a dependent adult. A dependent adult is a person who is over 18 years of age and is incapable of self-care because of a mental or physical disability. TEST A grandchild of an Officer or Employee does not qualify as a dependent unless they are adopted, a foster child, a legal ward, or dependent adult of the Officer or Employee.

F. Years of Service: Date of hire through separation date.

G. Memorandum of Understanding (MOU): The collective bargaining agreement between the County and NAPE/SEIU Local 1021 – Public Services Employee Supervisory Unit, which establishes the terms and conditions of employment for the represented positions identified within said agreement.

H. County: County of Napa.

I. Plan: The Management Compensation Plan – Management Non-Classified of Napa County as it may be amended from time to time.

J. Comparable Jurisdictions: The counties of Solano, Sonoma, Marin, Contra Costa, Santa Cruz, and the City of Napa.

II. Benefits –

Management Non-Classified Officers and Employees of the County who are not retired shall be accorded the following:

A. Eighty (80) hours of management leave credited at the beginning of each year (for purposes of this paragraph year is defined as fiscal year; provided, however, the Chief Human Resources Officer is authorized to implement a change to calendar year to be in compliance with IRS guidelines). Should the initial appointment of an employee to a Management Non-Classified position occur after the beginning of the year, the Employee shall receive this benefit prorated in proportion to the number of months remaining in that year from the time of appointment. This paragraph shall not apply to Officers.

B. The right to cash-out up to eighty (80) hours of management leave each calendar year, as defined in paragraph 1 of Part II.A. and be paid out at an employee's current hourly rate. Employees may take this cash-out in two payments of forty (40) hours each, provided, however, that a minimum of forty (40) hours of vacation leave must be used during that same year and the employee must have at least eighty (80) total hours of accrued vacation leave time remaining in their vacation time off after the leave bank cash-out. Prior to requesting the second forty (40) hour cash-out, the employee must use an additional forty (40) hours of accrued vacation leave during that same year and have at least eighty (80) hours of accrued vacation leave time remaining in their vacation time after the employee's cash-out. This provision, including the eligibility requirements, is independent and separate from any other leave cash-outs afforded to an employee. This paragraph shall not apply to Officers.

C. Officers shall have the right to receive each year a payment of a sum equal to eighty (80) hours times the Officer's current hourly rate of pay. This paragraph shall only apply to Officers but shall not apply to members of the Board of Supervisors.

D. Accrual of vacation leave beginning at the rate of 4.8 hours per bi-weekly pay period, or accrual of vacation leave at the rate determined in accordance with paragraph 5 of Part II. A. (below) of this Plan, or for existing employees promoting to a management position, accrual of vacation leave at the Employee's current vacation leave accrual rate, whichever is higher. This vacation leave accrual rate will be effective on the date of the appointment, reclassification or promotion. Thereafter, the accrual rate will be adjusted as set forth below. This paragraph shall not apply to Officers.

VACATION LEAVE ACCRUAL SCHEDULE	
Years of Continuous County Services	**Hours of Vacation Accrued Per Pay Period**
Date of Hire through Year 9	4.8 hours
Years 10 through 14	6.2 hours
Years 15 through 19	7.2 hours
Years 20 through 29	8.0 hours

30 years or more	9.0 hours

E. In the case of Management Non-Classified 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, the vacation accrual rate shall be the rate of vacation leave approved by the Chief Executive Officer in accordance with the Vacation Leave Accrual Schedule set forth in paragraph D of Part II (above), based upon the new Employee's total prior years of public service. Proof of prior public service will be required within two weeks of employment. Work performed for a public agency as a consultant or independent contractor, rather than as an employee, shall not be taken into account by the Chief Executive Officer in approving a vacation leave accrual rate exceeding 4.8 hours per bi-weekly pay period. This paragraph shall not apply to Officers.

1. Effective July 21, 2012, any current Management Non-Classified Employee, who would have qualified for this benefit at the time of their employment, will from this date forward, be afforded the appropriate level of accrual under this section.

F. The right to accumulate a maximum of 536 hours of vacation leave; the Employee may not earn any further vacation time while accrued, unused vacation remains at this maximum. This paragraph shall not apply to Officers.

G. The right, upon separation, to receive payment of a sum equal to the number of hours of vacation leave the Employee has accrued times the Employee's current hourly rate of pay. This paragraph shall not apply to Officers.

H. Reimbursement of the actual cost of meals if, during the course of their regular duties, the Officer or Employee attends a meeting at which a meal is served.

I. Short Term and Long Term Disability:

1. The Employee is entitled to Short Term and Long Term Disability Coverage under this section whenever the employee due to health reasons is unable to perform the essential duties of their position. This insurance is paid for by the County on behalf of employees. The following is a summary of the benefits, however for a complete list of benefits and eligibility requirements, please refer to the plan documents:

   (a) Short Term Disability insurance with a maximum weekly payment of 66.67% of the Employee's current salary up to a maximum of $2,000 per week with a 7 day waiting period and coverage for up to 13 weeks.

   (b) Long Term Disability insurance with a maximum monthly payment of 66.67% of the Officer or Employee's current salary up to a maximum of $10,000 per month with a 90 day waiting period and coverage for 24 months; any disability coverage beyond 24 months would be in accordance with the certificate of coverage.

   (c) Employees must use available sick leave to coordinate with this benefit. When their available sick leave is exhausted, an employee may use other available leave balances to coordinate with this benefit. Employees may

coordinate available leave time (sick, vacation, etc.) for up to one year (26

pay periods). The gross salary of an employee using accrued sick leave, or other paid time off, shall be reduced by the Disability benefits received. Human Resources shall coordinate this leave usage in accordance with its rules and procedures for all employees.

(d) An employee shall earn sick leave and vacation benefits and service credit for seniority and merit/step increases during any full bi-weekly pay period in which they receive Disability benefits in proportion to the time an employee is in a County paid status. The paid status of an employee is determined by worked time as well as any accrued sick leave, or other paid time off the employee is using to coordinate with the Disability benefits received. The sick leave and vacation accrual rates and adjustments for service credit for seniority and merit increases shall be provided in accordance with Human Resources rules and procedures for all employees.

J. Effective January 1, 2005, Basic Term Life insurance and Accidental Death and Dismemberment group life insurance each in an amount equal to a one-time payment of the Officer's or Employee's current annual salary with the premiums paid by the County.

K. The option to enroll in the group Supplemental Life and Accidental Death and Dismemberment insurance plan ("Supplemental Life insurance") and elect coverage in increments of $10,000 up to a maximum of the lesser of five (5) times the Employee's salary or $200,000. An Employee may purchase Supplemental Life insurance for their spouse/domestic partner and/or dependent children. Spouse/domestic partner - Supplemental Life insurance can be purchased in increments of $10,000 up to $100,000. Dependent children - Supplemental Life insurance can be purchased for $1,000 (birth to six months) or for $10,000 (six months to age 19).

L. Unlimited accrual of sick leave. This provision shall not apply to Officers.

M. Deferred Compensation Plan (IRC 457)/Retirement Savings Account Plan (IRC 401(a)):

1. 457 Deferred Compensation Plan (pursuant to Internal Revenue Code Section 457). Eligible Employees and Officers may voluntarily defer an amount up to the maximum as defined by IRS guidelines on a pre-tax basis.

2. 401(a) Retirement Savings Account (pursuant to Internal Revenue Code Section 401(a)).

(a) Employees and Officers must enroll in a 401(a) Retirement Savings Account Plan in order to become eligible for an employer match as set forth in subparagraph N.2(b) below.

(b) Eligible Employees and Officers, who enroll in the 457 deferred compensation plan as referenced in subparagraph N.1 and also enroll in a 401(a) Retirement Savings Account Plan, will be eligible for an employer match of up to $1,000 paid into a pre-tax sub-account of each eligible employee. This provision for an employer match is subject to the annual approval of the Board of Supervisors.

(c) In addition, within thirty (30) days of hire, an Employee or Officer, who is eligible as defined by IRS guidelines, may also voluntarily make an irrevocable election of salary contribution to a 401(a) Retirement Savings Account Plan on a pre-tax basis.

N. Auto Allowance/Mileage Reimbursement:

1. Auto Allowance. In the case of the Management Non-Classified positions listed in Part B of Attachment 1, a flat rate of $300.00 twice monthly as reimbursement for all private vehicle mileage while on official County business if said Officer or Employee does not have a regular overnight assignment of a County vehicle. Management Non-Classified Officers or Employees listed in Part B of Attachment 1, who currently have permanent overnight assignment of a County vehicle may elect to receive the automobile allowance in lieu of such assignment. Permanent assignment of an automobile will only be available to new Management Non-Classified Employees following a Board determination that such an assignment is specifically required by the emergency nature of the position.

2. Mileage Reimbursement. In the case of Management Non-Classified positions listed in Part B of Attachment 1 who receive the flat rate reimbursement, the additional right to receive mileage reimbursement at the rate paid to County employees generally for mileage driven outside of the boundaries of Napa County.

O. Severance Pay:

1. If one year of service has been completed in a Management Non-Classified position, the Officer or Employee shall receive a sum equal to their respective salary for three (3) biweekly pay periods. In addition, upon completion of not less than two years of service in a Management Non-Classified position in the case of an Employee, or four years in the case of an Officer, the Officer or Employee shall receive an additional sum equal to the following as severance:

(a) An Officer who is not returned to office in the primary election (March or June as the case may be) shall receive a sum equal to their salary for five (5) biweekly pay periods.

(b) The following Non-Classified Employees shall receive a sum equal to their salary for (7) biweekly pay periods: Assistant Chief Executive Officer/Chief Operations Officer, Agricultural Commissioner/Sealer of Weights and Measures, Chief Information Officer, Chief Probation Officer, Director of Child Support Services, Director of Corrections, Director of Health and Human Services, Director of Housing & Community Services, Chief Human Resources Officer, Director of Public Works, Director of Library Services, LAFCO Executive Officer and Public Defender. Officers not returned to office in the general (November) election shall also receive a sum equal to their salary for seven (7) biweekly pay periods.

(c) The following Non-Classified Employees shall receive a sum equal to their salary for nine (9) biweekly pay periods: Chief Executive Officer, County Counsel, and Director of Planning, Building and Environmental Services.

2. A Non-Classified Employee who has entered into an employment agreement with the County shall receive the severance as provided in their employment agreement or as provided under subparagraph O.1 above, whichever is greater; provided, however, such severance is subject to the limitations of Section 53260 of the California Government Code.

3. Subparagraph O.1 applies where separation occurs due to termination or resignation in lieu of termination. Such separation must occur for other than the following reasons: (a) death, (b) disability, (c) criminal malfeasance, (d) retirement, or (e) gross negligence or recklessness in the performance of their duties subject to the following exceptions. If an Officer is not returned to office by the electorate, and they elect to retire immediately following the expiration of their term of office, they would be eligible for severance pay as provided herein. If a Management Non-Classified Employee is appointed to a set term of employment, whether as a result of state law or otherwise, and seeks to be reappointed, but is not re-appointed, and said Employee elects to retire within a reasonable period of time following the later of the expiration of the Employee's current term of employment or the date the Employee's successor is appointed, that Employee is eligible for severance pay as provided herein. A Management Non-Classified Employee who is terminated or resigns in lieu of termination, in accordance with the terms of this subsection, and elects to retire immediately following separation is eligible for severance pay provided herein.

4. Prior to the delivery of severance pay as described in subparagraph O.1, and as a condition to a Management Non-Classified Employee's receipt of such severance, such Employee shall execute and deliver to County a release (provided by the County Counsel or in a form and content acceptable to the County Counsel), effective as of the date of separation, releasing the County, Board of Supervisors, its Officers, Employees and agents from all claims the Employee may have against the County, the Board, its Officers, Employees and agents, including, without limitation, claims arising out of alleged intentional acts or other misconduct committed by Board members and claims arising under California or Federal law pertaining to equal employment opportunity or employment discrimination on the basis of sex, race, color, ancestry, religion or religious creed, national origin or ethnic group identification, sexual orientation, marital status, age (over 40), mental disability, physical disability, medical condition, or other legally prohibited basis. This subparagraph P.4 shall not apply to Officers.

P. Safety/Hazard Premium Pay. PERS eligible safety employees, as defined in California Public Employees Retirement Law, Code Section 20438, in the class of Chief Probation Officer shall receive five percent (5%) hazard premium pay.

Q. CPA Premium Pay. An Officer in the class of Auditor-Controller who has a current California Certified Public Accountant Certificate shall receive five (5) percent more than their standard hourly rate.

R. Safety Uniform Allowance. An Officer in the class of Sheriff shall receive Uniform Allowance in the amount specified in the Memorandum of Understanding between the County and the Deputy Sheriffs' Association Law Enforcement Unit.

S. Correctional Uniform Allowance. A Management Non-Classified Employee in the class of Director of Corrections shall receive Uniform Allowance in the amount specified for Correctional Officers in the Memorandum of Understanding between the County and the Public Services Employee Unit.

T. POST Educational Incentive Pay. A Management Non-Classified Employee in the classification of Sheriff shall be eligible for POST Educational Incentive Pay in the amount specified in the Memorandum of Understanding between the County and the Deputy Sheriffs' Association Law Enforcement Unit, and in addition, shall be entitled to an additional ten percent (10%) premium pay if they possess the POST Executive Certificate.

U. Detention Services Premium. Effective the pay period which includes January 1, 2018, the Director of Corrections classifications shall receive a 5% Detention Services Premium.

V. Officers (Elected Officials).

1. An Employee serving in a management classified, non-classified, or non-classified (other) position ("Management Employee"), who chooses to run, and is subsequently elected to serve as an Officer, shall forego all accumulated sick leave upon assuming elected office.

2. Appointment to Fill a Vacancy in Elected Office:

(a) A Management Employee, who is appointed to fill a vacancy arising from the resignation, removal or death of an Officer, shall be allowed to bank, but not use, sick leave accumulated before their appointment to elected office; provided however, if they choose to run and are subsequently elected to office, the Employee shall forego all accumulated sick leave upon assuming elected office.

(b) Should the appointed Management Employee either choose not to run for office at the end of their appointed term, or choose to run but the Employee is not subsequently elected, then the Employee shall receive their bank of sick leave hours accumulated prior to appointment upon:

i. Immediately thereafter resuming employment in the County service either in their former position, or in another position; or

ii. Retirement as defined under Part I.B. of this policy.

III. Retiree Benefits - Management Non-Classified Officers and Employees of the County who are retired shall be accorded the following:

A. Vacation upon retirement: The right, upon separation from county service for purposes of retirement, to receive payment of a sum equal to the number of hours of vacation leave the Employee has accrued times the Employee's current hourly rate of pay. This paragraph shall not apply to Officers.

B. Life Insurance, Dental and Vision: The right to continued coverage, at their own expense, upon retirement with eight (8) or more years of County service, of the following:

1. Inclusion in the group term life insurance policy maintained by the County with a face amount of $5,000 decreasing to $2,500 at age 65. At age 70, the face amount of said term life insurance decreases to $1,500.

2. Dental and vision coverage for the retired member and dependents.

Payment for these life insurance, dental and vision coverages shall be made to the Treasurer's office monthly in advance of receipt of benefits.

C. Retiree Health Benefits: – General Provisions: Retiree Health Benefits elected by eligible Management Non-Classified Officers and Employees under paragraphs D, E, F, G or H of Part III below are subject to the following provisions:

1. The County's reimbursement for health coverage shall be deemed to include the County contribution for such retirees as mandated under the California Public Employees Medical & Hospital Care Act ("PEMHCA").

2. The County shall initially reimburse for coverage only in the health or dental plan in which the Officer or Employee was enrolled on their last day of active permanent service with the County, with the exception that the employee if eligible must enroll in a Medicare supplemental plan; provided, however, that any health plan currently available to active county employees may be selected by said retired Management Non-Classified Officer or Employee during any county open enrollment period. If the health or dental plan of said Employee has been abandoned or replaced, then the Retired Employee may select another health or dental plan offered by the County in whatever manner the County determines will result in continual coverage.

3. Reimbursement provided under paragraphs D, E, F, G or H of Part III may be applied to the Employee's Medicare Part B premium, so long as it meets the other requirements of the applicable paragraph. This shall include Medicare Part B Premiums subject to the Income-related Monthly Adjustment Amount (IRMAA) as determined by the Social Security Administration.

4. Notwithstanding the provisions of subparagraph C.2 above, a Retired Officer or Employee is subject to all laws and regulations and rules that govern their participation in a carrier's health plan, including, but not limited to, requirements under PEMHCA, the federal Medicare Act and the carrier's health plan.

5. Retirement for the purposes of the benefits afforded under paragraphs D, E, F, G or H of Part III, means an Officer or Employee who has both separated from active permanent service with the County and has filed documents with the California Public Employees' Retirement System ("PERS") to begin receiving monthly benefits within the time period specified under PERS law (e.g. currently one hundred and twenty (120) days from the date of separation).

6. To the extent any provision of this paragraph C is inconsistent with or in conflict with provisions under paragraphs D, E, F, G or H of Part III. of this Plan, the provisions of the latter paragraphs shall prevail.

D. Use of Sick Leave for Retiree Health or Dental Benefits – This paragraph shall apply to **all Management Non-Classified Employees hired on or after January 1, 2013**, and to those who do not elect or qualify for benefits under paragraphs E, G, or H of Part III below. This Paragraph D does not apply to Officers.

1. A Management Non-Classified Employee may elect at retirement to apply accumulated sick leave, up to a maximum of one thousand eight hundred (1,800) hours, towards either health or dental coverage. To be eligible for this benefit Employees must have at least 120 hours of sick leave at retirement. The Employee may elect either of the following:

(a) For each eight (8) hours of accumulated sick leave, County reimbursement toward the cost of one (1) month of single-party coverage (in an amount up to the then current single-party rate for the health or dental plan most commonly enrolled in by active employees); or

(b) For each sixteen (16) hours of accumulated sick leave, County reimbursement toward the cost of one (1) month of single-party-plus-one dependent coverage (in an amount up to the then current single-party-plus-one rate for the health or dental plan most commonly enrolled in by active employees).

E. Health Benefits for Long-Term County Service - This paragraph shall apply to **all Management Non-Classified Employees hired on or after January 1, 2013**, and to those who do not elect or qualify for benefits under paragraphs D, F, G, or H of Part III.

1. A Management Non-Classified Employee or Officer may elect County reimbursement for the cost of single-party health coverage to age 65 (in an amount up to the then current single-party rate for the health plan most commonly enrolled in by active employees) if retiring with the equivalent of twenty (20) years or more of continuous full-time service with the County (including time employed in other than a Management Non-Classified position).

F. Health or Dental Benefits for Officers - This paragraph shall apply to **all Officers elected or appointed on or after January 1, 2013,** and to those who do not elect or qualify for benefits under paragraphs G or H below.

1. A Management Non-Classified Officer may elect at retirement to apply months of service, up to a maximum of two hundred and twenty-five (225) months, towards either health or dental coverage. To be eligible for this benefit Employees must have at least 15 months of service at retirement. The Officer may elect either of the following:

(a) For each month of County service, reimbursement towards the cost of one (1) month of single-party health or dental coverage (in an amount up to the then current single-party rate for the health or dental plan most commonly enrolled in by active employees); or

(b) For every two months of Napa County service, reimbursement towards the cost of one (1) month of single-party-plus-one dependent health or dental coverage (in an amount up to the then current single-party-plus-one dependent health or dental plan most commonly enrolled in by active employees).

G. Health Benefits for Long Term Non-Classified Service – This paragraph shall apply to **all Officers or Employees, whose service in a Management, Non-Classified position began before July 10, 2007**, and who, upon retirement, have eight (8) or more years of Napa County service, of which at least five (5) years must have been as a Management Non-Classified Officer or Employee identified in Attachment 1, Part A of this Plan. The coverage that Management, Non-Classified Employees and Officers receive under this paragraph G shall be deemed a vested right.

1. The Management Non-Classified Officer or Employee has the right to monthly reimbursement towards the entire cost of health coverage regardless of the health plan selected, and County paid vision and dental benefits for them and their dependent family for the life of such Officer or Employee subject to the following terms and conditions:

(a) Upon the death of the retired Management Non-Classified Officer or Employee ("Officer" or "Employee"), the County shall continue to reimburse/pay for the health, vision, and dental premiums for the life of such dependent family except the benefits shall terminate as to the spouse or domestic partner of the deceased Officer or Employee upon the remarriage of the spouse or the filing of another registered domestic partnership by the domestic partner. However, the remarriage of the spouse or the filing of another registered domestic partnership by the domestic partner shall not affect the health, vision or dental benefits accruing to the dependents of the deceased Officer or Employee. Upon the death of the spouse or domestic partner of the deceased Officer or Employee, the health, vision and dental benefits terminate for the dependents; and

(b) The Officer or Employee is entitled to this benefit regardless of whether they are entitled to severance.

2. Notwithstanding any other provisions in this policy, an Officer or Employee while serving in their Management Non-Classified position is conferred the irrevocable contractual right to earn years of service toward the benefits set forth in paragraph G.

H. Health Benefits for Long Term Non-Classified Service – This paragraph shall apply to **all Officers or Employees, whose service in a Management, Non-Classified position began during the period of July 10, 2007 through December 31, 2012**, and who, upon retirement, have eight (8) or more years of Napa County service, of which at least five (5) years must have been as a Management Non-Classified Officer or Employee identified in Attachment 1, Part A of this Plan. The coverage that Management, Non-Classified Employees and Officers receive under this paragraph H shall be deemed a vested right.

1. The Officer or Employee has the right to receive monthly reimbursement towards the entire cost of health coverage (in an amount up to the then current single-party or single- party-plus-one rate, whichever is applicable, for the health plan most commonly enrolled in by active employees), and County paid vision and dental benefits for the life of that Officer/Employee and for the life of their spouse or registered domestic partner subject to the following terms and conditions:

(a) Upon the death of the retired Officer or Employee, the County shall continue to reimburse/pay for the health, vision and dental benefits as set forth in this subparagraph H.1 for the life of the Officer/Employee's spouse or domestic partner, except the benefits shall terminate upon either the remarriage of the spouse or the filing of another registered domestic partnership by the domestic partner; and

(b) The Officer or Employee is entitled to this benefit regardless of whether they are entitled to severance.

2. Notwithstanding any other provisions in this policy, an Officer or Employee while serving in their Management Non-Classified position is conferred the irrevocable contractual right to earn years of service toward the benefits set forth in paragraph H.

I. Other Retiree Health Benefits

1. An Officer or Employee who is otherwise eligible for benefits under paragraph G of Part III, but who does not retire from Napa County, shall be deemed to have vested in the benefits set forth in paragraph G. However, the Officer of Employee shall have rights according to their years of service and date of hire, as follows:

(a) An Officer of Employee whose service in a Management Non-Classified position began on or before December 14, 2004, and who has completed eight (8) or more years of Napa County Service, of which at least two (2) years must have been in a Management Non- Classified position; or

(b) An Officer or Employee whose service in a Management Non-Classified position began during the period of December 15, 2004, through July 9, 2007, and who has completed eight (8) or more years of Napa County service, of which at least five (5) years must have been in a Management Non-Classified position.

2. An Officer whose service in a Management Non-Classified position began before July 10, 2007, and who has completed less than eight (8) years but more than fifteen (15) months of Napa County service, and is otherwise eligible for benefits under paragraph F of Part III, but who does not retire from Napa County, shall be deemed to have vested in the benefits set forth in paragraph F.

3. Individuals eligible for benefits under subparagraphs I.1. or I.2. shall be subject to the following terms and conditions:

(a) The Officer/Employee is solely responsible for providing the County Human Resources Department with an appropriate notification of their retirement, and

(b) This paragraph I sets forth in detail the intent of the phrase "upon retirement" as used in the lifetime medical policy originally enacted in 1989 with an effective date of April 4, 1989, and

(c) Once the Officer or Employee has notified the County Human Resources Department that they have retired, the County will make arrangements with that Officer or Employee to begin receiving said benefits.

IV. STATUS OF OTHER POLICIES AND RESERVATION OF RIGHTS

This policy supersedes and replaces all other policies on the same subject. The benefits afforded herein are provided to the extent they are permitted by law. Except as otherwise provided herein, the County reserves the right to amend this policy whenever it is appropriate to conform to local, state and federal laws, rules and regulations.

Attachment 1
Part A

MANAGEMENT COMPENSATION PLAN – MANAGEMENT NON-CLASSIFIED ELIGIBILITY LIST

MANAGEMENT NON-CLASSIFIED CLASSES

Agricultural Commissioner/Sealer of Weights and Measures
Assessor-Recorder-County Clerk
Assistant Chief Executive
Officer/Chief Operating Officer **
Auditor-Controller
Board of Supervisors, Member
Chief Technology Officer **
Chief Probation Officer
County Counsel
Chief Executive Officer Director
of Child Support Services Chief
Human Resources Officer**
Director of Planning, Building and Environmental Services
Director of Corrections
Director of Health and Human Services
Director of Housing and Community Services
Director of Library Services and Community Outreach
Director of Public Works
District Attorney
Fire Administrator
LAFCO Executive Officer
***
Public Defender
Sheriff-Coroner
Treasurer-Tax Collector

** Division Heads of the County Executive Office

*** This position is appointed by and serves at the pleasure of the board/commission.

Attachment 1
Part B

Management-Non-Classified Automobile Allowance

Agricultural Commissioner/Sealer of Weights and Measures
Assessor-Recorder-County Clerk
Assistant Chief Executive
Officer/Chief Operating Officer
Auditor-Controller
Board of Supervisors, Member
Chief Technology Officer
Chief Probation Officer
County Counsel
Chief Executive Officer Director
of Child Support Services Chief
Human Resources Officer
Director of Planning, Building and Environmental Services
Director of Corrections
Director of Health and Human Services
Director of Housing and Community Services
Director of Library Services and Community Outreach
Director of Public Works
District Attorney
Fire Administrator
LAFCO Executive Officer
Public Defender
Sheriff-Coroner *
Treasurer-Tax Collector

(*denotes current 24-hour vehicle assignment)