



**ADDENDUM 2 – SIDE LETTER AGREEMENT TO THE MEMORANDUM OF
UNDERSTANDING BETWEEN THE COUNTY OF GLENN AND THE GLENN
COUNTY PEACE OFFICERS’ ASSOCIATION**

The current Memorandum of Understanding between the County of Glenn and the Glenn County Peace Officers’ Association (“POA”), as amended, is further amended effective October 18, 2011 as follows:

1. Effective the first full pay period after January 1, 2012 and remaining in effect thereafter, including after termination of this M.O.U. unless otherwise agreed to in writing by the parties, all members of the POA will pay 100% of the employee 8% contribution to their PERS retirement.
2. Effective January 1, 2012 and remaining in effect thereafter, including after termination of this M.O.U. unless otherwise agreed to in writing by the parties, only members of the POA who are statutorily eligible to receive 4850 time off as that term is defined in California Labor Code section 4850 and the case law interpreting that particular code section, will be able to receive 4850 time off for injuries sustained during the course and scope of their employment.
3. Effective January 1, 2012 and remaining in effect thereafter, including after termination of this M.O.U. unless otherwise agreed to in writing by the parties, all POA new hires who commence work on or after said January 1 date as a Glenn County employee in the POA bargaining unit (even if a previous Glenn County employee or even if a current Glenn County employee but not in the POA) will be entitled to accumulate the unused portion of vacation time to their credit, provided that an employee shall not be permitted to accumulate credit for vacation in excess of one and one-half (1 ½) times their annual accrual.
4. Effective December, 2011 and remaining in effect thereafter, including after termination of this M.O.U. unless otherwise agreed to in writing by the parties, the County shall contribute towards the monthly health insurance premium for each and every member of the POA enrolled as Employee Only (or “single”) 90% of the Employee Only (or “single”) premium for the second-lowest priced employee only (or “single”) health plan coverage among those health plans offered by the County through PERS. The County contribution towards the monthly health insurance premium for each and every member of the POA enrolled as Employee+1 (or “2-Party”) and/or Employee+2 (or “Family”)

shall also be limited to 90% of the premium for the second-lowest health plan offered by the County through PERS for each of these "2-Party" and "Family" programs as well. All employees who are members of the POA shall pay the monthly premium amount in excess of the County's contribution. (Article 2.01.01 C. entitled **Payment in Lieu of Health Insurance** remains unchanged.)

5. The subject M.O.U. by and between the County of Glenn and the Glenn County Peace Officers' Association, as modified by the terms and provisions contained in this proposal, will remain in effect through June 30, 2013.
6. All other terms and provisions in the current M.O.U. shall remain the same. If there is a conflict between any of the terms and provisions in this Side Letter Agreement and the terms and provisions in the current M.O.U., the terms and provisions contained herein shall control and the terms and provisions in said M.O.U. shall be modified so as to be consistent with the terms and provisions set forth in this Side Letter Agreement.
7. The County of Glenn and the Glenn County Peace Officers' Association agree to form a Committee of vested parties which includes the POA Labor Representative, Glenn County POA President and Vice President, and three (3) members so designated by the County. This Committee will meet no later than 30 days after the Board of Supervisors' approval of this Side Letter Agreement, meeting monthly thereafter on MOU language changes until the issues are resolved.

UNION RATIFICATION

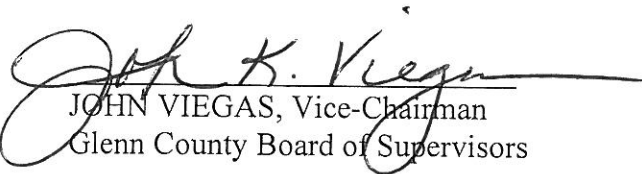
Ratified by the Glenn County Peace Officers' Association on this 20th day of September, 2011.



MICHELLE KNIGHT, President of the POA

DATED: 11/10/11

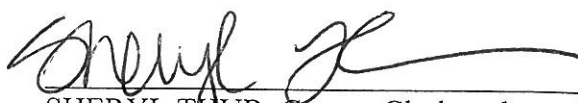
COUNTY APPROVAL

Approved by the Glenn County Board of Supervisors this 18th day of October, 2011.


JOHN VIEGAS, Vice-Chairman
Glenn County Board of Supervisors


DWIGHT FOLTZ, Supervisor
Glenn County Board of Supervisors

ATTEST:


SHERYL THUR, County Clerk and ex officio Clerk,
Board of Supervisors, County of Glenn, California