

**MEMORANDUM OF  
UNDERSTANDING**

**BETWEEN THE**

**COUNTY OF GLENN**

**AND THE**

**GLENN COUNTY GENERAL  
UNIT**

**UPEC LOCAL 792**

**July 1, 2023 through June 30, 2026**

# TABLE OF CONTENTS



ARTICLE 1.01 -	RECOGNITION.....	1
ARTICLE 1.02 -	MEMBERSHIP.....	1
ARTICLE 1.03 -	NEW EMPLOYEE ORIENTATION.....	1
ARTICLE 1.04 -	PAYROLL DEDUCTION .....	2
ARTICLE 1.05 -	IMPLEMENTATION/NEGOTIATION .....	3
ARTICLE 1.06 -	COUNTY RIGHTS .....	3
ARTICLE 1.07 -	EMPLOYEE RIGHTS .....	3
ARTICLE 1.07.1 -	PROBATION.....	5
ARTICLE 1.07.2 -	COMPLAINT PROCEDURE.....	6
ARTICLE 1.08 -	RULES AND REGULATIONS.....	6
ARTICLE 1.09 -	NO DISCRIMINATION.....	6
ARTICLE 1.10 -	PREVAILING RIGHTS .....	6
ARTICLE 1.11-	SCOPE OF THE AGREEMENT .....	7
ARTICLE 1.12-	UNION VISITATION .....	7
ARTICLE 1.13 -	UNION REPRESENTATIVES .....	7
ARTICLE 1.14 -	BULLETIN BOARDS.....	7
ARTICLE 1.15 -	DISTRIBUTION OF UNION MATERIALS.....	8
ARTICLE 1.16 -	USE OF COUNTY FACILITIES.....	8
ARTICLE 1.17 -	AVAILABILITY OF INFORMATION.....	8
ARTICLE 1.18 -	DEFINITIONS .....	8
ARTICLE 1.19 -	COUNTY COMMITTEES.....	8
ARTICLE 2.0 -	INSURANCE.....	9
ARTICLE 2.01 -	HEALTH INSURANCE COVERAGE .....	9
ARTICLE 2.02 -	DENTAL PLAN.....	11
ARTICLE 2.03 -	VISION PLAN.....	11
ARTICLE 2.04 -	LIFE INSURANCE.....	11
ARTICLE 2.05 -	DISABILITY INSURANCE.....	12
ARTICLE 3.01 -	WORK WEEK.....	13
ARTICLE 3.02 -	SCHEDULING .....	14
ARTICLE 3.03 -	OVERTIME .....	14
ARTICLE 3.04 -	COMPENSATION.....	14
ARTICLE 3.05 -	PAY FOR WORK IN HIGHER CLASSIFICATION.....	15
ARTICLE 3.06 -	SALARY INCREASE FOR LONGEVITY .....	15
ARTICLE 3.07 -	STANDBY PAY - ON CALL PAY.....	15
ARTICLE 3.08 -	CALL BACK PAY.....	15
ARTICLE 3.09 -	PAY .....	15
ARTICLE 3.09.1 -	PAY PERIODS: .....	15
ARTICLE 3.10 -	MILEAGE REIMBURSEMENT .....	16
ARTICLE 3.11 -	PHYSICAL EXAM AND LICENSE FEES .....	16
ARTICLE 3.12 -	UNIFORM ALLOWANCE.....	16
ARTICLE 3.13 -	NOTICE OF VACANCIES .....	16
ARTICLE 3.14 -	BOOT ALLOWANCE .....	16
ARTICLE 3.15 -	LOSS OR DAMAGE TO EMPLOYEE'S PERSONAL PROPERTY.....	16
ARTICLE 4.01 -	SICK LEAVE.....	17
ARTICLE 4.02 -	MEDICAL LEAVE/FAMILY AND MEDICAL LEAVE ACT (FMLA)/FAMILY CARE LEAVE – CALIFORNIA FAMILY RIGHTS (CFRA).....	18
ARTICLE 4.03 -	INDUSTRIAL (WORKER'S COMPENSATION) LEAVE .....	19



# TABLE OF CONTENTS



ARTICLE 4.04 -	BEREAVEMENT LEAVE .....	20
ARTICLE 4.05 -	TEMPORARY CLOSING LEAVE.....	20
ARTICLE 4.06 -	VACATION .....	20
ARTICLE 4.07 -	CATASTROPHIC ILLNESS/INJURY LEAVE SHARING PROGRAM .....	21
ARTICLE 4.08 -	HOLIDAYS.....	23
ARTICLE 4.09 -	JURY DUTY.....	24
ARTICLE 4.10 -	WITNESS LEAVE.....	24
ARTICLE 5.01 -	RETIREMENT.....	24
ARTICLE 5.02 -	UNION SUPPLEMENTAL RETIREMENT .....	25
ARTICLE 5.03 -	DEFERRED COMPENSATION.....	25
ARTICLE 5.04 -	VOLUNTARY PAYROLL DEDUCTION .....	25
ARTICLE 6.01 -	SENIORITY.....	25
ARTICLE 6.02 -	LAYOFFS .....	26
ARTICLE 6.03 -	LOSS OF SENIORITY.....	26
ARTICLE 7.01 -	DISCIPLINARY ACTION.....	27
ARTICLE 7.02 -	GRIEVANCE AND APPEALS PROCEDURES .....	29
ARTICLE 7.03 -	DISMISSAL FOR MEDICAL REASONS .....	32
ARTICLE 8.01 -	SHIFT DIFFERENTIAL.....	32
ARTICLE 8.02 -	SPECIAL PAY ADJUSTMENT .....	32
ARTICLE 8.03 -	BI-LINGUAL-PAY.....	32
ARTICLE 8.04 -	INCENTIVE PAY CLASS A OR B LICENSE.....	32
ARTICLE 9.01 -	CONCERTED ACTIVITIES .....	32
ARTICLE 10.01 -	SEVERABILITY.....	33
ARTICLE 11.01 -	LEGISLATIVE COST INCREASES .....	33
ARTICLE 11.03 -	LIGHT DUTY.....	33
ARTICLE 12.01 -	COUNTY PERSONNEL POLICIES.....	33
ARTICLE 12.02 -	DURATION OF AGREEMENT .....	33
APPENDIX A -	LIST OF CLASSIFICATIONS AND RANGES .....	35-41
APPENDIX B -	COUNTY PAY SCHEDULE .....	42
APPENDIX C -	LIUNA CONTRIBUTION AND ACCRUAL RATES FOR PREFERRED SCHED....	43
APPENDIX D -	EMPLOYEE'S CLAIM FOR LOSS OF OR DAMAGE TO PERSONAL PROPERTY.....	44-45

**MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF GLENN AND THE  
GLENN COUNTY GENERAL UNIT**

**July 1, 2023 through June 30, 2026**

The salaries, hours, fringe benefits and working conditions set forth herein have been mutually agreed upon by the designated bargaining representative of the County of Glenn (hereinafter referred to as "County") and the Glenn County General Unit (hereinafter referred to as "Union").

**ARTICLE 1.01 - RECOGNITION:**

The County recognizes the Union as the Recognized Employee Organization bargaining representative for the purpose of establishing salaries, hours, fringe benefits, and working conditions of all regular employees employed in the classifications of "Attachment A" attached herein pursuant to California Government Code Section 3501(b). This Union, in turn, recognizes the Personnel Director as the Collective Bargaining representative for the County and shall meet and confer exclusively with said officer or designee, except as specifically described otherwise in this memorandum. Both parties recognize their obligation to cooperate with each other to assure maximum service of the highest quality and efficiency to the citizens of the County. Whenever the County hires a person, the County shall notify such person that the Union is the recognized bargaining representative for miscellaneous employees. Both County and Union agree to keep duplicate originals of this agreement on file in a readily accessible location, available for inspection by any County employee, or member of the public, upon request.

**ARTICLE 1.02 – MEMBERSHIP:**

**A. Agreement.**

All regular employees occupying positions in classifications listed in Attachment A, who are members of the Union, shall be required to pay Union Dues. Employees are not required to join the Union as a condition of employment.

**B. Union Responsibilities.**

The Union agrees that it has a duty to provide representation to all regular employees occupying positions in the classifications listed in Attachment A pursuant to the Union's status as a Recognized Employee Organization as defined in California Government Code Section 3501(b). The Union has discretion in the manner it provides such representation including the right to deny service or charge non-members for individual representation services to the extent allowed by law.

**C. Withdrawal from the Union**

Members shall be able to withdraw their membership by notifying the Union in writing on a form and in a manner prescribed by the Union of their desire to withdraw from membership during the period of December 11 through 31 of any year. Members may not withdraw from membership at any other time.

**ARTICLE 1.03 NEW EMPLOYEE ORIENTATION:**

This shall apply to new employees hired after the date of the Agreement who are appointed to a classification within the bargaining units for which the Union is recognized as the exclusively recognized employee organization.

The parties acknowledge that the County provides a new employee orientation meeting ("orientation") to all new employees hired by the County, but does not distinguish between bargaining units in conducting the orientation.

The parties agree that the County will notify the union via emails, to the Labor Relations Representative and the Union Office Manager, the time, date, and location of the orientation including the number of bargaining unit employees and their unit, anticipated to be in attendance 10 calendar days prior to new hire orientations being held. These orientations will normally be scheduled on the 2<sup>nd</sup> and 4<sup>th</sup> Tuesday of each month.

The Union representative(s) will be given up to 30 minutes to meet with the new employees at the new employee orientation. Attendance of the new employee at the Union portion of the orientation is mandatory. Management will be excused during the Union portion of the orientation and the Union agrees in its portion of the orientation not to engage in speech that could cause substantial disruption or material interference with County activities.

The County agrees to release time for one current employee, appointed by the Union, to attend these meetings and for travel time to and from the orientation. The Union will provide the County with the name of the representative on release time at least five (5) days prior to the orientation.

**Information Provided**

Via digital file (currently an excel spreadsheet) the County will as soon as possible, but within no more than 15 days, of hire provide the Union with the following information regarding the new employee:

Name	Job Title
Department	Work Location
Home Address	Work, Home and Personal Phone Numbers

The County will also provide the Union this same information, via digital file, on all bargaining unit members on a quarterly basis.

Notwithstanding the foregoing, limited to the express purpose of Assemble Bill 119 requirements only, an employee may opt out via written request to the County (copy to the Union) to direct the County to withhold disclosure of the employee's:

Home Address	Home Phone Number
Personal Cellular Phone Number	Personal Email Address
Birth Date	

**ARTICLE 1.04 - PAYROLL DEDUCTION:**

The County agrees, upon written consent of the employees involved, to deduct membership dues or service fees, as established by the Union, from the salaries of the employees the Union represents. The County shall remit the sum so withheld, immediately, directly to the Union along with a list of employees who have had such amounts deducted. The Union agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members, to the payroll section of the Finance Department, not later than the Friday prior to the relevant pay day. Voluntary payroll deductions from employees' salaries shall be for Union sponsored insurance provided that the employee has given the Union and the Director of Finance written authorization for such deduction. The employee may cancel this authorization at any time by providing written notification of such cancellation to the Director of Finance and to the Union. The County shall have no responsibility for the collection of initiation fees or any special assessments or other deductions not expressly provided for in this Memorandum unless such assessments are authorized in writing by the President and Secretary of the Union, 30 days in advance of such assessment. The Union shall indemnify, defend and hold the County harmless against all claims, demands, expenses (including attorney's fees), judgments, or other liability because of dues or fees collected by the County pursuant to Article 1.03, and paid over to the Union. The Union agrees to refund to the County any amounts paid to it in error upon presentation of proper evidence thereof.

**ARTICLE 1.05- IMPLEMENTATION/NEGOTIATION:**

- A. This Memorandum of Understanding constitutes a mutual agreement by the representatives of the parties to be submitted to the Union for ratification and when ratified shall be jointly submitted to the Board of Supervisors for approval. It is agreed that this Memorandum of Understanding shall not be binding upon the parties either in whole or in part unless and until approved in whole or in part by the Board of Supervisors.
- B. The County may adopt reasonable rules and regulations after consultation in good faith with representatives of the Union concerning the administration of employee relations under this Article, except as otherwise provided by law.
- C. The County shall give reasonable written notice to the Union at least fourteen days in advance of any proposed ordinance, policy rule or regulation relating to matters within the scope of representation set forth in this Article, except as otherwise provided by law, or this Memorandum of Understanding.
- D. The County shall provide reasonable written notice to the Union regarding any reorganization or reclassification affecting the classifications in Attachment A. This notice shall be given at least fourteen days in advance, when feasible.
- E. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other by April 1<sup>st</sup> or 90 days prior to the expiration of the MOU, with negotiations to commence within 30 days of notification, its written request to commence negotiations as well as its written proposals for such successor Memorandum of Understanding. Upon receipt of such written proposals, negotiations shall begin no later than October 15, except upon mutual agreement for extension.

**ARTICLE 1.06 - COUNTY RIGHTS:**

Nothing in this Memorandum shall be construed to restrict any legal or inherent exclusive County rights with respect to matters of general legislative or managerial policy, which include among others the exclusive right to determine the methods, means, and personnel by which County Government operations are to be conducted, as well as to exercise complete control and discretion over its organization, operations and technology of performing its work; to determine the mission, function and necessity of all or part of each of its constituent departments, boards, and commissions and take all necessary actions to carry out their mission, functions and necessity, or any part thereof, as well as set standards of service to the public.

The County also retains the sole right to administer the County Personnel Policy and Codes, to classify or reclassify positions, add or delete positions or classes to or from the County Budget or Salary Resolution, establish standards for employment and promotion of employees, evaluate employees, to direct its employees, establish rules and regulations, take disciplinary action for proper cause, to establish work schedules and work assignments, and to relieve its employees from duty for lack of work or other legitimate reasons. The County retains the right to be the sole judge of the qualification and competence of its officers and employees.

The County reserves the right to take whatever action may be necessary in an emergency.

**ARTICLE 1.07 - EMPLOYEE RIGHTS:**

- A. General. Employees of the County shall have the right to form, join, and participate in the activities of recognized employee organizations of their own choosing for the purpose of representation on all matters of employee relations as provided by law. Employees of the County shall also have the right to refuse to join, or participate in, the activities of employee organizations. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against for these rights.

- B. Personnel Files. The Personnel Director shall maintain the official employee personnel records at the County Personnel Office.
1. The confidentiality of the Personnel Record shall be maintained at all times. Only information regarding official status (i.e.; employee's, name, class title, current salary range, length of appointment, and date of hire) will be released.
  2. Information of a personal nature will not be released, unless the employee authorizes in writing, with an original written signature, photocopies of the original signature will not be accepted.
  3. The employee will be provided a copy of any document containing derogatory information prior to it being placed in the personnel file. An employee may respond in writing to any derogatory information. The employee's response shall be attached to the copy of the derogatory information kept in the County Personnel Office.
- C. Employee Evaluation.
1. No employee evaluation shall be placed in the employee's personnel file without an opportunity for a discussion of the evaluation between the employee and the evaluator. Any negative evaluation shall provide specific recommendations for improvement in the employee's performance. The employee shall also be made aware of the resources available to aid the employee in improving his/her performance.
  2. Probationary employees shall receive a formal written evaluation at the end of the third month and the end of the sixth month.
  3. An annual employee evaluation shall be prepared at least fourteen calendar days prior to the employee's anniversary date.
  4. Unscheduled evaluations may be prepared at any time the evaluator deems necessary.
- D. An employee who competes for a County promotional examination shall be provided the results of the examination upon written request to the Personnel Department.
- E. Merit Step Increases.
1. Employees shall be eligible for consideration for advancement to Step B of the salary range after twelve (12) months of continuous service on Step A. Eligibility for other or further step advancements shall be after twelve (12) months continuous service on each step until the top of the salary range is reached.
  2. Based on Performance. Merit step increases are not automatic and shall only be given on the affirmative recommendation of the department head. Such recommendation shall be made on the basis of continued satisfactory performance on the job and based on a performance evaluation.
  3. Overlooked through Error. Should an employee's anniversary date be overlooked through an error, upon discovery of the error, and if the employee is to be recommended for the anniversary increase, the County Director of Finance's office shall on the following month's payroll compensate the employee for the additional salary he or she would have received dating from the anniversary date.
- F. Salary on Promotion. Any regular employee who is promoted to a position in a class having a higher salary range than the class of position which he or she formerly occupied shall receive the nearest higher salary in the new salary range as of the date upon which the appointment becomes effective. Where promotion by this method results in a salary increase of less than five percent (5%), the employee shall be advanced to the next higher step in the range. For purposes of further step increases within the range, he or she shall receive a new anniversary date as provided in Section 10.06.04.
- G. Salary on Demotion.



1. Demotion for Reasons Other Than Unsatisfactory Performance or Misconduct. Whenever a regular employee is demoted for reasons other than unsatisfactory performance or misconduct that employee shall be placed on the nearest salary step of the new salary range that does not exceed the pay immediately prior to demotion and shall retain his or her anniversary date.
  2. Demotion for Unsatisfactory Performance. Whenever a regular employee is demoted for reasons of unsatisfactory performance his or her compensation shall be adjusted to the salary step on the new salary range which is nearest to five percent (5%) lower than the salary he or she was receiving but not to exceed the top of the new range and shall receive a new anniversary date. If the five percent (5%) salary reduction would result in a salary placement between steps of the new range then the salary shall further be reduced to the next lower step.
  3. Demotion for Misconduct. Whenever an employee is demoted for reasons of misconduct the employee will be placed on the salary step in the new range which is at least five percent (5%) below the employee's salary immediately prior to demotion, or at any lower step on the new range which the Department head deems appropriate.
- H. Salary While on Suspension. An employee on suspension shall be placed on leave of absence without pay and shall not accrue any benefits while on leave.
- I. Salary on Transfer. Any regular employee who is transferred from one position to another in the same class or in the same salary range shall be compensated at the same step in the salary range as he or she previously received. For purposes of further annual increases within the salary range, his or her anniversary date shall remain the same as it was before transfer. A transfer does not change the employee's accrued days of vacation or sick leave.
- J. Salary on Range Change. An employee whose job classification receives a range change shall remain on the same step of the new range and the anniversary date shall remain unchanged.
- K. This Article (Article 1.06) is subject to the provisions of Article 7.02 only as to process.

**ARTICLE 1.07.1 – PROBATION:**

- A. Probationary Period upon Hire or Rehire. Employees entering County service by appointment to a regular position shall be required to serve a probationary period of six (6) months of employment. A department head may extend the probationary period of an employee for reasons of performance for an additional period not to exceed six (6) months, by notifying the employee in writing with a copy of the notice to the Personnel Director prior to the expiration of the probationary period. Under no circumstances shall an employee serve a probationary period greater than one (1) year.
1. No Right to Appeal. A probationary employee may be separated from County service at any time during the probationary period without the right of appeal.
  2. Absence. Any absence from work shall cause the employee's probationary period to be extended by the number of hours of such absence. Such absences shall be cumulative during the probationary period. The extension of the probationary period shall be based on the number of hours of such absence. Absences because of holidays and because of authorized sick leave up to 96 hours shall be excluded from this subdivision.
- B. Promotional Probation. All employees serving in a regular position who are promoted to a position in a classification with a higher salary range shall serve a probationary period of six (6) months from the date of promotion. Under no circumstances shall an employee serve a promotional probationary period greater than six (6) months.
1. Absence. Any absence from work shall cause the employee's probationary period to be extended by the number of hours of such absence. Such absences shall be cumulative during the probationary period. The extension of the probationary period shall be based on

the number of hours of such absence. Absences because of holidays and because of authorized sick leave up to 96 hours shall be excluded from this subdivision.

2. **Return to Previous Position.** If an employee is not recommended for regular status because of inability to perform the duties of the position, he or she shall be entitled to return to the previous position. If the position no longer exists the employee may be offered another vacant position for which he or she is qualified. If no vacant position exists the employee shall be released from County Service. If he or she is not recommended for regular status for any other reason (disciplinary cause), he or she shall not be entitled to be restored to the previous position.
3. **Voluntary demotion.** An employee may voluntarily demote to the previously held position at any time while serving promotional probation, provided the previously held position has not been eliminated.
4. An employee who is on promotional probation shall receive a written evaluation at the completion of three (3) months and six (6) months of probation.
5. **Limited Term.** An employee who has successfully completed the required probationary period as a Limited Term employee and is subsequently appointed to a "regular" assignment in the same classification shall not serve a new probationary period.

**ARTICLE 1.07.2 - COMPLAINT PROCEDURE:**

Each employee has the right to bring non-grievable issues to the attention of the Department Head through, the Department's chain of command without fear of reprisal. Should the employee feel that the issue is unresolved he or she may bring the issue to the Personnel Director for consideration and final decision. Determination that the complaint is unfounded is not a violation of this Memorandum.

**ARTICLE 1.08 - RULES AND REGULATIONS:**

The Union agrees that its members shall comply with all departmental or County rules and regulations, including those relating to conduct and work performance. The County agrees that departmental or County rules and regulations, which affect the terms and conditions of employment, shall be the proper subject for meet and confer prior to their adoption. If departmental or County rules and regulations conflict with provisions of this Agreement, this Agreement shall prevail (except for the Employer-Employee Relations Policy, which shall prevail).

**ARTICLE 1.09 - NO DISCRIMINATION:**

- A. **FAIR EMPLOYMENT PRACTICES - AFFIRMATIVE ACTION.** The County and the Union agree that no person employed or applying for employment with the County shall be unlawfully discriminated against by either party because of race, color, religion, mental or physical disability, medical condition, national origin, ancestry, marital status, sex (including gender identity), sexual orientation, age (over 40), veteran's status, or any other non-merit factor except where such factors are determined to be bona fide occupational qualifications after consideration of reasonable accommodation factors in relation to the essential job duties of the position. The parties also agree to support Affirmative Action efforts, which are intended to achieve equal employment opportunity as provided for in Federal and State requirements.
- B. **UNION ACTIVITIES.** Neither the County nor the Union shall interfere with, intimidate, coerce or discriminate against County employees because of their exercising their right to form, join and participate in the activities of the Union, or exercising their right to refuse to join or participate in the activities of the Union.

**ARTICLE 1.10 - PREVAILING RIGHTS:**

The provisions of this Memorandum of Understanding together with all those rules (see Article 1.07) that existed prior to this Agreement which are within the meet and confer requirement, shall constitute the

wages, hours and terms and conditions of employment for employees in classifications subject to this Memorandum.

**ARTICLE 1.11 - SCOPE OF THE AGREEMENT:**

The parties acknowledge that during the negotiations which preceded this Memorandum each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Memorandum. Therefore, for the life of this Memorandum, the County and the Union each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to meet and confer with respect to any subject or matter referred to, or covered in this Memorandum, or with respect to any subject or matter not specifically referred to or covered in this Memorandum, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they met, confer and signed this Memorandum, unless specifically provided for elsewhere in this Memorandum.

**ARTICLE 1.12 - UNION VISITATION:**

The County agrees to grant no more than two paid staff of the Union at a time, the right to contact County employees during their duty period. It is intended that, when feasible, such contacts will be made during breaks or lunch periods. The department head shall be notified of such activities and such contact shall not interfere with public service or safety requirements.

**ARTICLE 1.13 - UNION REPRESENTATIVES:**

- A. Negotiators. The Union shall be allowed to designate up to five (5) employees within the unit to serve as negotiators with the County. The Union shall provide the Personnel Director with the name, classification, and the assigned department of each of the negotiators. The Union agrees that a Department is only required to release one (1) employee to serve as a negotiator. Should any changes or alternates be appointed after the original list is established, the Union shall advise the Personnel Director. Employees designated as unit negotiators shall be granted release time with pay from scheduled duties to meet with the County's Chief Negotiator.
- B. Shop Stewards. The Union shall have the right to establish shop stewards as follows.
1. The Union agrees to notify the County Personnel Director of the names, classifications, and departments of their designated stewards, which shall not exceed ten (10) in number, including one (1) Chief Steward. The Union shall notify the Personnel Director of any changes to the original list.
  2. A reasonable amount of time will be granted the employees and the steward to handle initial grievances and appeal procedures. After notifying his/her immediate supervisor, a shop steward shall be permitted to leave his/her work area during working hours to assist in the investigations, initial preparation, and presentation of grievances. The steward shall advise the Supervisor of the grievant of his/her presence and shall be permitted to discuss the problem with any and all employees immediately concerned, and if appropriate, attempt to achieve a settlement in accordance with the grievance procedure.
  3. Only the Steward, or one representative of the Union, will be granted release time with pay to accompany a CAL-OSHA representative conducting an on-site walk-around safety inspection of any area, in the department where the steward has responsibility as a steward.

**ARTICLE 1.14 - BULLETIN BOARDS:**

A reasonable number of bulletin boards shall be made available to the Union upon which the Union may post notices of meetings, elections, appointments, results of election, recreation and social affairs, classes, seminars and other matters pertaining to the employee and Union affairs. Materials relating to local, state or national political elections shall not be posted. Material that is derogatory to any County employee shall not be placed on bulletin boards. The Union may at its own expense, install and maintain separate bulletin boards in designated areas in each department, provided the Union has the approval of the Department Head and the Personnel Director.



**ARTICLE 1.15 - DISTRIBUTION OF UNION MATERIALS:**

- A. The Union shall have the right to distribute materials to its members through normal County channels.
- B. No material shall be distributed which is derogatory toward any County officer or employee.
- C. The Personnel Director shall have final authority to revoke this right if any provision of this Memorandum of Understanding is violated by the Union.
- D. The Personnel Director or designee will forward via e-mail notices of union meetings to employees covered by this MOU provided the Union representative sends the proposed notice with a list of recipients in advance.

**ARTICLE 1.16 - USE OF COUNTY FACILITIES:**

County facilities shall be made available upon timely application for use by employees and the Union to meet to discuss issues within the scope of representation. Use of such facilities shall be on the employee's own time.

**ARTICLE 1.17 - AVAILABILITY OF INFORMATION:**

The County and the Union shall make available to each other non-confidential information pertaining to employee-employer relations. In January of each year, upon request, the County shall provide the Union a list of all employees covered by this memorandum. The list shall be in a mutually agreed upon format. Upon request, the Union shall be provided monthly updates to the list.

**ARTICLE 1.18 - DEFINITIONS:**

***"Day or Days"*** shall mean calendar day or days, unless specifically defined as otherwise in the individual Articles of this Memorandum.

***"Emergency"*** means any unforeseen circumstance requiring immediate action: any sudden, unexpected happening, an unforeseen occurrence or condition.

***"Employee"*** means a person in a Regular Full-Time or a Regular Part-Time position in a classification for which the Union is the exclusive bargaining representative.

***"Public Service Employee"*** shall mean a person employed in a position intended to be occupied on less than a year around basis to cover seasonal peak workloads, emergency work loads of limited duration, necessary vacation and sick leave relief, and other situations involving a fluctuating staff.

***"Limited Term Employee"*** shall mean a person employed in a position that is a program specific position that is funded predominantly by means other than the general fund. The allocation for such position shall automatically end when either the program ends or the funds supporting the position are no longer available. A limited term employee shall have all the rights and benefits of a regular employee, excepting that Article 6.01 and Article 6.02 shall not apply to limited term employees. Limited Term positions shall be converted to regular positions after eighteen months, unless otherwise agreed to, in writing, by the County and the Union.

***"Regular Full-Time Employee"*** shall mean a person employed in a position established on a permanent year round basis requiring work on a regular schedule of forty (40) hours per work week or averaging 40 hours per week for employees on a 9/80 schedule.

***"Regular Part-Time Employee"*** shall mean a person employed in a position established on a permanent year round basis averaging less than forty (40) hours per work week, but more than twenty (20) hours per work week on a continuing yearly basis.

**ARTICLE 1.19 - COUNTY COMMITTEES:**

The Board of Supervisors may establish County committees requiring the participation of employee representatives. There shall be no more than two employee representatives from the Glenn County

Employee Union on any committee. Paid release time shall be authorized for a maximum of two employee representatives when committee meetings are required during working hours.

**ARTICLE 2.0 – INSURANCE:**

**ARTICLE 2.01 - HEALTH INSURANCE COVERAGE:**

The County shall make available a variety of Health Plans through PEMHCA.

**ARTICLE 2.01.01 - CONTRIBUTIONS.**

Employees once fully vested in CalPERS, shall be entitled to retiree health benefits and the appropriate County contributions whether or not that employee has a current Glenn County Health plan upon retirement from the County.

**ARTICLE 2.01.01 A EMPLOYEES.**

Employees shall be responsible for the payment of any monthly premium amounts in excess of the County's contribution. These payments will be made in two equal installments on the first and the second pay period of each month.

The employees' premium payment shall be made by payroll deduction.

Employee premium payment may be made through an IRC Section 125 arrangement.

An employee on leave of absence without pay for more than two consecutive bi-weekly pay periods choosing to continue coverage shall be responsible for payment of the entire premium amount during the employee's leave up to a period of twelve (12) months in accordance with the health insurance contract provisions.

**Article 2.01.01 B COUNTY.**

The County shall contribute towards the monthly health insurance premium for members of this unit 90% of the employee only premium for the Blue Shield HMO health plan. The County contribution for the Employee +1 and Employee + 2 rates will be increased by the amount of the Employee only rate increase. The employee shall pay the premium amount in excess of the County's contribution.

**Article 2.01.01 C RETIREES.**

For covered employees hired prior to November 1, 2017 who are vested and retire from active County service the retiree medical premium will be paid as follows:

- a. The County will continue to pay the statutory minimum contribution amount prescribed by Government Code Section 22892 directly to CalPERS.
- b. CalPERS will deduct the balance of the medical premium from the retiree's monthly PERS pension payment.
- c. Concurrent the same day an employee receives their monthly PERS pension payment, the County will reimburse the retiree by EFT to the employee's bank account. If the employee does not provide the County with their bank account information for EFT reimbursement, the County will mail a paper check to the employee on the 1<sup>st</sup> day of each month based upon the agreed County's contribution amount stated in Article 2.01.01 B:

The County shall contribute towards the monthly health insurance premium for members of this unit 90% of the employee only premium for the Blue Shield HMO health plan. The County contribution for Employee + 1 and Employee + 2 rates will be increased by the amount of the Employee only rate increase. The employee shall pay the premium amount in excess of the County's contribution.

- d. No retiree will be adversely affected by this change in how the County's retiree medical benefit is administered as the County's reimbursement payment will arrive the same day as the PERS pension payment. If an employee is adversely affected by error or other unforeseen consequence of this change the County agrees to "make whole" the employee.
- e. The County will notify all current retirees of this change in retiree medical benefit administration in writing no later than October 1, 2017.

For covered employees hired on or after November 1, 2017 who are vested and retire from active County service; the retiree medical premium will be paid as follows:

- a. The County will continue to pay the statutory minimum contribution amount prescribed by Government Code Section 22892 directly to CalPERS.
- b. CalPERS will deduct the balance of the medical premium from the retiree's retirement payment.

#### **ARTICLE 2.01.02 – PAYMENT IN LIEU OF HEALTH INSURANCE**

Employees who opt out of the County's Health Plans shall receive \$500.00 per month effective the first full pay period following ratification of the MOU. To qualify for this payment the employee must provide the Personnel Department with proof of other health insurance coverage annually. Employees hired on or after 6/27/17 shall not be entitled to receive payment in lieu of health insurance.

Effective 52 pay periods following ratification, employees who opt out of the County's Health Plans shall receive the reduced amount of \$400.00 per month. To qualify for this payment the employee must provide the Personnel Department with proof of other health insurance coverage annually. Employees hired on or after 6/27/17 shall not be entitled to receive payment in lieu of health insurance.

Employees who are eligible to Opt Out of the County sponsored health insurance will receive a net cash payment minus all required employer contributions and employee deductions for payroll taxes, retirement, and insurance premiums that are directly tied to compensation.

#### **ARTICLE 2.01.03 LIMITING HEALTH INSURANCE POLICIES**

The County will not provide more than one health insurance policy per coverage eligible family unit.

**ARTICLE 2.02 - DENTAL PLAN:**

- A. The County shall make available a dental plan for covered employees and their dependents.
- B. The employee shall pay 100% of the premium for this plan.
- C. The employee shall pay 100% of the dependent premium. Should the dependent premium contain the employee premium as a component of a composite, the County shall pay an amount equal to the County's contribution to the employee only premium. Employee premium payment may be made through an IRC Section 125 arrangement as provided for in the base agreement with each Union.
- D. Employee premium payment may be made through an IRC Section 125 arrangement as provided for in the base agreement with each Association.
- E. The employees' premium payment shall be made by payroll deduction
- F. Employee premium payment may be made through an IRC Section 125 arrangement.
- G. An employee on leave of absence without pay for more than two consecutive bi-weekly pay periods choosing to continue coverage shall be responsible for payment of the entire premium amount during the employee's leave up to a period of twelve (12) months in accordance with the dental insurance contract provisions.

**ARTICLE 2.03 - VISION PLAN:**

- A. The County shall make available a vision plan for covered employees and their dependents.
- B. The County shall pay 100% of the employee's premium.
- C. The employee shall pay 100% of the dependent premium. Should the dependent premium contain the employee premium as a component of a composite, the County shall pay an amount equal to the employee only premium.
- D. The employees' premium payment shall be made by payroll deduction.
- E. Employee premium payment may be made through an IRC Section 125 arrangement.
- F. An employee on leave of absence without pay for more than two consecutive bi-weekly pay periods choosing to continue coverage shall be responsible for payment of the entire premium amount during the employee's leave up to a period of twelve (12) months in accordance with the vision insurance contract

**ARTICLE 2.04 - LIFE INSURANCE:**

The County agrees to maintain a Group-Term Life Insurance policy with a value of \$10,000 for employees in this unit. Employees may purchase supplemental life insurance. This benefit is offered pursuant to the Plan Document, which includes a depreciating benefit for employees who reach the age seventy (70).

**ARTICLE 2.05 - DISABILITY INSURANCE:**

State Disability Insurance

California State Disability Insurance (SDI) provides short-term Disability Insurance (DI) and Paid Family Leave Benefits (PFL) wage replacement benefits to eligible workers who need time off work. An employee may be eligible for DI if he/she are unable to work due to non-work-related illness or injury, pregnancy, or childbirth. An employee may be eligible for PFL to care for a seriously ill family member or to bond with a new child.

**a. Eligibility Criteria:**

- An employee must be on an approved leave of absence (LOA). Complete all required leave paperwork;
- An employee must have an approved DI claim;
- DI benefits: An employee must have an illness or injury, either physical or mental, which prevents him/her from performing their regular and customary work. Disability also includes elective surgery, pregnancy, childbirth, or other related medical conditions;
- PFL benefits: An employee's request must be to take time off from work to care for a seriously ill family member (child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner) or to bond with a new child entering the family through birth, adoption, or foster care placement.

**BENEFITS**

	<u>Disability Insurance -</u>	<u>Paid Family Leave -</u>
Benefit Period:	Payable up to 52 weeks	Payable up to 6 weeks within 12 mo.
Waiting Period:	7 days	None
Weekly Benefit:	Approx. 60-70% of wages earned 5-18 mos. prior claim start date	Approx. 60-70% of wages earned 5-18 months prior to claim start date

**b. Pay Options:**

An employee must select one of the options below by completing the DI / PFL Benefit Integration Election Form and returning it to the Personnel Department.

1. Integrate paid leave with DI / PFL benefits; Once an employee is eligible for benefits, as determined by the procedures of the State of California Employment Development Department, the county shall augment the amount of SDI/PFL benefits being received by an employee from the employee's sick, vacation, and comp time leave balance, in that order, until exhausted. Notwithstanding anything to the contrary, each employee absent from work and receiving SDI/PFL benefits shall be required to utilize accrued leave balance.
2. Receive only paid leave until balances are exhausted (this is the default option).

**c. Coordination of Benefits:**

The DI / PFL Program allows for co-ordination of benefits with an employee's paid leave and has the effect of approximating full compensation by combining paid leave and SDI benefits. An employee who is receiving DI or PFL will be considered to be on a five day per week, forty (40) hour schedule, for computation purposes.

For qualified leaves of absences not protected by FMLA/CFRA/PDL, the accrual usage will result in employer/employee paid health insurance premiums, when the employee has sufficient accrual balances as defined above. Employees without sufficient accrual balances will be responsible for full insurance premiums (Employee and Employer contribution).

Employees will accrue paid time off during the period of time being coordinated, based on the adjusted leave usage.

DI/PFL Coordination is a benefit where, an employee uses his/her accrued time off while receiving SDI/PFL benefit payments. Coordination has the effect of approximating full compensation during the absence from work by combining sick leave (or other required accruals) and DI/PFL benefits, as long as the employee's leave balance(s) permits.

Employees desiring to coordinate benefits, using accruals to supplement DI/PFL must provide the Personnel Department with the Coordination of Benefits form received from State Disability.

Employees desiring to coordinate benefits, using accruals to supplement SDI/PFL must provide the Personnel Department with the Notice of Computation of Benefits form received from State Disability.

**d. Employee Responsibilities:**

It is the employee's responsibility to file a DI/PFL claim as soon as the employee is eligible, as determined by EDD. A DI claim is filed with EDD and includes certification from the employee's health care provider. A PFL claim is also filed with EDD and includes a certification from a health care provider unless it is for bonding leave. The County is not involved in the EDD application/benefit payment process. The County's Personnel Department's role is limited to verifying employment, pay rate; any compensation earned and leaves type used during the period of leave, and the dates of absence due to a qualifying event.

**ARTICLE 3.01 - WORK WEEK:**

The work period for employees in the General Unit shall be set by the Board. Normally, the work period is the seven day period beginning 12:00 A.M. on Sunday and ending at 11:59 P.M. the following Saturday. Subject to the approval of the Board of Supervisors, the Department Head and the affected employee(s) may, by mutual agreement, establish the workweek as any contiguous seven-day period.

The department head may require employees in his department to temporarily perform services in excess of forty (40) hours per workweek when public necessity or convenience so requires.

Work breaks (commonly called coffee breaks) shall not exceed 15 minutes each during the first and the second halves of the employee's normal assigned daily work schedule for full-time employees. For part-time employees a work break not to exceed 15 minutes shall be granted at the midpoint of the employees normal assigned daily work schedule provided that the employee is scheduled to work four (4) consecutive hours or more. Work breaks shall not be accumulative.

Meal breaks are to be taken without pay approximately half way through the employee's assigned daily work schedule. The appropriate department head shall determine when the lunch break shall be taken.



The amount of time specified for the meal break shall be determined by the appropriate department head, but shall not normally be less than neither 30 minutes nor more than one (1) hour per assigned work schedule. Should a Department Head require an employee in the Union to work during their meal break the individual shall be compensated at their regular straight time rate for such time worked.

**ARTICLE 3.02 - SCHEDULING:**

No employee shall be permitted to work more than sixteen (16) consecutive hours except in an emergency. The head of each department and office shall prepare a schedule showing the hours each employee and appointive officer of the County in their department or office is to work. Except under emergency circumstances, the head of each department and office shall make every reasonable effort to assure that no employee shall make more than one change of shift in any work week and that no employee shall be off duty less than twelve (12) hours prior to working a new shift. Except in case of emergency, employees shall be given seven (7) calendar days notice of any change in shift schedule.

**ARTICLE 3.03 - OVERTIME:**

Overtime shall be paid to employees working either in excess of eight (8) paid hours a day when assigned to a five-day (5) work schedule out of the seven-day (7) work period, or in excess of the normally scheduled work day when assigned to an alternate work schedule such as the 4/10 or 9/80 schedule. Employees shall also receive payment for overtime in excess of forty (40) paid hours within the seven- (7) day work period. Paid hours shall include only those hours actually worked by the employee, scheduled vacation days, paid sick leave, approved compensatory time off, work comp leave, and hours actually worked after being called back. Paid hours do not include paid standby time, paid on-call time, leaves of absence, overtime, sick leave make-up hours as determined in ARTICLE 4.01 or any other condition of compensation not included above. All hours worked on a recognized holiday will be compensated at 1.5 times the employee's regular rate of pay.

Overtime hours shall be compensated at 1-1/2 times the employee's regular rate of pay. Employees shall have the option of compensatory time off in lieu of paid overtime. Accrual of compensatory time shall not exceed 240 hours and shall be taken off at 1-1/2 times the regular hours worked on overtime. Compensatory time off (CTO) shall be taken at times approved by the department head or designee.

Accrued compensatory time off may not be converted to cash except as follows:

- A. At separation; or
- B. Upon transfer of the employee to another County Department; or
- C. During the last quarter of the fiscal year if directed by the Department Head and there is sufficient funds in the department's budget to pay for the for the conversion to cash.

Notwithstanding any other provision of this agreement; time worked for which an employee would otherwise be entitled to overtime pay pursuant to this article shall not be paid as overtime if both of the following conditions are met:

- A. The employee and the Department Head, or designee, mutually agree to straight time off at the time the work in excess of the normal shift is authorized, and;
- B. The time worked in excess of the normal shift is taken as straight time off within the same workweek.

**ARTICLE 3.04 - COMPENSATION:**

All Regular Full-Time and Regular Part-Time employees covered by this agreement shall be paid in accordance with the attached schedule titled "APPENDIX B".

**ARTICLE 3.05 - PAY FOR WORK IN HIGHER CLASSIFICATION:**

Employees assigned temporary duties of a higher job classification shall be paid the rate of pay equivalent to the first step "A" or at least 5% more than the employee's regular assignment while working in the higher job classification retroactive to the first hour after they have performed the duties five days. In the event the employee's Out of Classification assignment creates a change to vacation accruals or the allowance of "annual leave", the employee will be eligible for a prorated accrual amount, directly related to the duration in the Out of Classification assignment. This provision shall be limited to situations where the employee in the lower class is assigned all or most of the duties of the higher-level position. Assignment to work in a higher class for vacant positions shall not exceed 60 days except by mutual agreement or in those instances where an incumbent has been selected for the vacant position, but the incumbent cannot report due to commitments to the former employer.

An employee working in a higher classification salaried position will receive 3.08 hours of compensation time per pay period while working in the higher classification.

**ARTICLE 3.06 - SALARY INCREASE FOR LONGEVITY:**

Regular employees shall receive an increase of five percent (5%) above their current salary rate for the particular class of position to which they are appointed upon completion of ten (10) full years of County employment. Regular employees shall receive an increase of seven percent (7%) above their current salary rate for the particular class of position to which they are appointed upon completion of fifteen (15) full years of County employment. Regular employees shall receive an increase of nine percent (9%) above their current salary rate for the particular class of position to which they are appointed upon completion of twenty (20) full years of County employment. Regular employees shall receive an increase of eleven percent (11%) above their current salary rate for the particular class of position to which they are appointed upon completion of twenty-five (25) full years of County employment. Regular employees shall receive an increase of thirteen percent (13%) above their current salary rate for the particular class of position to which they are appointed upon completion of thirty (30) full years of County employment. The total longevity payment shall not exceed thirteen percent (13%).

**ARTICLE 3.07 - STANDBY PAY - ON CALL PAY:**

When employees are assigned standby pay, they shall be informed of the dates and inclusive hours of such arrangement. They shall be compensated at the rate of three dollars (\$3.00) per hour for all positions. Standby duty requires the employee so assigned to (1) be ready to respond immediately to calls, (2) be reachable by telephone, (3) be able to be at their work station within 45 minutes, and (4) refrain from activities which might impair their ability to perform their assigned duties. An employee shall not receive standby pay and call back pay simultaneously. Those employees designated as "crisis workers" shall receive **Call Back Pay** (pursuant to Article 3.08) for all work performed while on stand-by pay.

**ARTICLE 3.08 - CALL BACK PAY:**

When employees on standby are called to work, or an employee returns to work because of a departmental request made after they have completed their normal work shift and left the premises, they shall be credited for a minimum of two (2) hours straight time worked or actual time worked; whichever is greater. An employee called back to work on a holiday as defined in Article 4.08 of this agreement shall be compensated at either One and one-half (1 ½) times their regular rate of pay for hours actually worked or the two hour minimum pay provided for in this Article, above; whichever is greater. An employee shall not receive standby pay and call back pay simultaneously.

**ARTICLE 3.09 - PAY**

**ARTICLE 3.09.1 - PAY PERIODS:**

Employees in this unit shall be paid bi-weekly in accordance with the pay schedule published by the Department of Finance.



**ARTICLE 3.09.2 - DIRECT DEPOSIT:**

Employees shall be paid by direct deposit to a financial institution able to receive electronic funds transfer through the Federal Reserve System. When the Director of Finance, after consulting with the affected employee, determines that payment through Direct Deposit is not feasible, an alternate method of payment may be used.

**ARTICLE 3.10 - MILEAGE REIMBURSEMENT:**

The mileage reimbursement rate shall be paid at the cents per mile reimbursement rate established by the Internal Revenue Service.

**ARTICLE 3.11 - PHYSICAL EXAM AND LICENSE FEES:**

The County will pay the full cost of physical exams and license fees necessary to maintain the required motor vehicle license for the classification assigned when the license requirement is other than Class "C". This provision also applies to any registration, certification, endorsement, etc. that are required to be maintained as a condition of employment for the Registered Environmental Health Specialist class series... Note, this language is not meant to include educational requirements (e.g.: a Master's degree or licensure as a Certified Public Accountant, etc.).

**ARTICLE 3.12 - UNIFORM ALLOWANCE:**

Employees in the classification of Sheriff's County Services Officer shall receive a uniform allowance to pay for the cost of purchase, replacement and cleaning of uniforms. This allowance shall be paid by adding \$.40 per hour to the employee's base hourly rate.

The County agrees to an annual stipend of \$628.00 (\$200/Boots, \$428/Work Pants or Coveralls) to be issued the first pay period in January to employees assigned to the Road Department, Landfill and Facilities (Side Note: Only the boot portion of this would apply to the mechanics. Mechanics will continue to get their clothing and laundry provided by the County.)

**ARTICLE 3.13 - NOTICE OF VACANCIES:**

Employees shall be notified, at the time of initial recruitment, of promotional and external examinations via the County email system and departmental bulletin boards. All employees are strongly encouraged to apply for vacancies in which they meet the qualifications. The filling of positions from an established eligibility list meeting the posting requirements shall be deemed to have met this requirement. It is the intent of the County that to the extent feasible, vacant positions will be filled by promotion from within the County work force.

**ARTICLE 3.14 – BOOT ALLOWANCE:**

Employees may be provided a reimbursement for the purchase of boots up to \$200 every two years, if recommended by the Department Head.

**ARTICLE 3.15 – LOSS OR DAMAGE TO EMPLOYEE'S PERSONAL PROPERTY**

Subject to limitations, the County will consider payment for an employee's personal property, which has been lost or damaged while in the course and scope of County employment.

- 1) Personal Property Loss or Damage.** If an employee incurs a loss of or damage to personal property or prostheses (such as eyeglasses, or articles of clothing necessarily worn or carried in the line of duty), the Department Head may authorize payment for the depreciated cost of replacing or repairing the property, subject to all of the following:

The employee must demonstrate that the item lost or damaged was worn, carried, transported, or possessed as a direct and necessary function of his/her work duties; that the loss or damage was not occasioned by the fault or negligent act or omission of the employee; and that he/she had taken all reasonable precautions, such as locking doors and windows (including vehicles), to avoid such loss or damage. The loss or damage did not occur while the employee was engaged in an act or activity in violation of County policy, departmental policy, or any law.

It should be noted that on no occasion shall the County be responsible for the loss of private property due to criminal acts, such as theft.

- 2) **Claim Payment Restrictions.** Claims for loss or damage of personal property are subject to the following restrictions:
  - a. Claims for lost or stolen money will not be paid.
  - b. Claims may only be paid to the extent that such personal property is not covered by insurance and shall not exceed \$300.00 per incident.
  - c. Claims for the loss of personal property left in the care of or carried by another individual will not be paid unless the transfer of the personal property was done to comply with a County or departmental policy or for the purpose of securing the property, such as placing the item in a safe.
  
- 3) **Claims Procedure, Conditions, and Requirements.** An employee shall, within five working days after the loss or damage occurred, submit to his/her Department Head claim on form: Report of Loss or Damage to Personal Property. By filing a claim, the employee agrees to subrogate to the County any reimbursement from others for the damage or lost property to the extent of the reimbursement paid to the employee by the County. Each claim shall contain a written statement by the employee stating the following:
  - a. A full description of the property lost or damaged, including the original date of purchase, the condition and/or operability of the item when lost or stolen and the age of the item.
  - b. The extent of the loss or damage, and to what extent, if any, the loss or damage is covered by private insurance.
  - c. The employee's estimate as the cost to repair or replace the item lost or stolen. The employee may be required to obtain an estimate from a qualified person of the cost of repair and/or replacement of the property.
  - d. The facts and circumstances under which the personal property was lost or damaged.
  - e. A description as to how and why the claim meets the established criteria, conditions and restrictions as specified above.
  - f. The damaged personal property must be submitted with the claim. Personal property that is not reimbursed will be returned to the claimant.
  
- 4) **Department Head Recommendation.** The Department Head shall review the claim and make a determination as to whether the claim meets the required criteria and conditions. The department head shall forward the claim, along with his/her recommendation for approval or disapproval, and a written statement of the reasons for the recommendation, and any submitted damaged property to the Finance Department for payment.

**ARTICLE 4.01 - SICK LEAVE:**

Regular employees shall accrue .0462 hours of sick leave with pay for each scheduled hour in a paid status, not to exceed regularly scheduled hours. All unused sick leave may be carried forward into each ensuing year.

Sick leave shall only be granted upon approval of the department head in the case of illness of the employee, the illness of an employee's family member, or any other legally applicable reason, pursuant to AB 1522 and Kin Care laws.

Family Member is defined as:

- 1) A child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.

(2) A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.

(3) A spouse.

(4) A registered domestic partner.

(5) A grandparent.

(6) A grandchild.

(7) A sibling, including "in law".

The list above includes all family relationships recognized by law such as "in law", "step", "half", "adopted", and "foster family".

All employees may be required to submit evidence in the form of a physician's certificate if such absence exceeds 3 working days or; with advanced notice to the employee, when the department head deems necessary.

Sick leave shall not be authorized when any of the following conditions exist: (A) Disability arising from willful misconduct; (B) Sickness or disability sustained while on leave of absence without pay; (C) Inability to work because of illness due to intemperance.

Sick leave may be used for medical and dental office appointments when absence during working hours for this purpose is authorized by the department head. Employees are requested to secure medical and dental appointments on their own time, but where this is not possible, appointments shall be secured to reduce to a minimum the time away from work.

A sick leave absence of less than four (4) hours need not be reported to the Auditor's office, until the accumulative absences total four (4) hours or more. At the discretion of the department head, an employee may be allowed to make up a sick leave absence of less than four (4) hours within that pay period. Make up hours only shall be at the straight time rate regardless of the number of hours worked in the week. Employees agreeing to utilize this section waive their rights to overtime under Article 3.03.

An employee who is on a regularly scheduled vacation and becomes ill may use sick leave for the period of disability provided a physician certified as to the disability. An employee shall notify his department head immediately of such illness.

No payment for accumulated sick leave shall be made upon termination of employment except as provided for in Article 5.01 C.

If, in the opinion of the department head, an employee is unable to satisfactorily perform the duties because of injury or illness, the department head may require such an employee to be examined by a physician designated and paid by the County to determine if the employee can properly and safely perform the job.

An employee who is retired or to be retired due to disability shall no longer be eligible to accrue sick leave benefits, effective on the date of permanent disability.

**ARTICLE 4.02 - MEDICAL LEAVE/FAMILY AND MEDICAL LEAVE ACT (FMLA)/FAMILY CARE  
LEAVE – CALIFORNIA FAMILY RIGHTS (CFRA):**

**A. FMLA and CFRA leave will be granted as provided by law.**

**B. Pay Status While on FMLA or CFRA Leave.**

1. Sick leave must be used for an approved leave of absence, and

2. Vacation must be used for an approved leave of absence when sick leave is exhausted. Vacation use for FMLA and/or CFRA may NOT be denied. Note, employees are eligible to maintain a balance of eighty (80) hours of vacation leave. CTO may be used for an approved leave of absence when vacation is exhausted.

**C. Notice to the Employer.**

Employees must request leave under FMLA and/or CFRA 30 days in advance, if possible. When the need for leave is foreseeable less than 30 days in advance or is unforeseeable, employees must provide notice as soon as possible and practicable under the circumstances. Leave requests shall be made to the County Personnel Department.

When an employee seeks leave for a FMLA and/or CFRA qualifying reason, the employee need not expressly assert FMLA or CFRA rights or even mention the FMLA or CFRA.

**ARTICLE 4.03 - INDUSTRIAL (WORKER'S COMPENSATION) LEAVE**

- A. **Entitlement to Sick Leave Payments.** Any employee covered by this agreement, who is required to be absent from work because of illness or injury arising out of, and in the course of, his or her employment shall receive sick leave payments equal to the difference between his or her base salary and the weekly temporary disability benefits, up to the amount of his or her accumulated sick leave time. Such payments shall be made on the basis of a prorated charge to sick leave based on the difference between the employee's base salary and the weekly compensation benefits. Such prorated charges to sick leave will be made to the nearest one-quarter (1/4) hour.
- B. **Use of Leave Accruals.** When sick leave is exhausted, the employee shall be placed on vacation status until any accumulated vacation time is exhausted. Such charges against accrued vacation time shall be on the same formula set forth in paragraph (A), above. Upon the exhaustion of vacation leave, an employee may utilize CTO accruals.
- C. **Accrual of Benefits.** An employee who is entitled to temporary disability indemnity under Division 4 or Division 4.5 of the Labor Code, shall retain his other employee status and continue to accrue benefits while receiving temporary disability indemnity in accordance with paragraphs A or B, above.
- D. **Leave of Absence Without Pay.** Should the employee be unable, or unwilling, to return to work after exhausting both accumulated sick leave and vacation, the County shall grant the employee a leave of absence without pay until such time the employee is released to return to work or the employee is declared permanent and stationary or a compromise and release is signed, whichever occurs first. While on leave of absence without pay, seniority and benefits shall not accrue.
- E. **Sick Leave or Vacation Time Used Pending Determination of Industrial Disability.** If an employee has used sick leave or vacation pending a determination as to whether an illness or injury is industrial, and it is later determined that the employee is entitled to industrial disability leave, the use of sick leave and vacation will be calculated in accordance with paragraphs A and B, above. Once calculated the excess amounts of sick leave and vacation time will be restored to the employee's account. The employee must pay the County the dollar amount equal to the restored sick leave or vacation time out of the moneys received from the industrial disability claim, or sign over to the County the equivalent insurance payments received for that time period while on full pay from the County. The amount of disability payments received coupled with the employee's prorated use of sick leave or vacation time must not exceed one hundred percent of the employee's normal weekly compensation.

**ARTICLE 4.04 - BEREAVEMENT LEAVE:**

Bereavement leave with pay because of death in the employee's immediate family shall be granted not to exceed forty (40) hours for each instance. However, a department head may authorize more than forty (40) hours leave based on extenuating circumstances, but all such leave in excess of forty hours shall be charged to the employee's regular accumulated sick leave. Immediate family shall mean spouse, domestic partner, child, parent, grandparent, grandchildren, sibling, and those family relationships recognized by law such as in-law, half, step, adopted, and foster family members.

**ARTICLE 4.05 - TEMPORARY CLOSING LEAVE:**

- A. If an emergency situation for which the Board of Supervisors or designee deems it necessary to temporarily close an affected County facility in order to protect the health and safety of County employees, the Board of Supervisor's shall authorize pay for time not worked by employees in this unit subject to the limitations of this Article.
- B. Employees shall be credited with pay for scheduled hours not worked under this Article, provided all of the following conditions are met:
  - 1) The affected facility is the employee's normal work site.
  - 2) The employee was scheduled to work and was placed on leave pursuant to this Article by the department head as a direct result of the facility closure.
- C. Total hours compensated, including those hours compensated under this Article, shall not exceed the employee's scheduled hours for that day.
- D. This Article shall not apply to employees who were, or were scheduled to be, in a Leave (both paid and non-paid) status on the date of the closure.
- E. If the closure extends beyond one business day this Article shall apply only to the first day of the closure.

**ARTICLE 4.06 - VACATION:**

**Accrual Schedule.** Regular employees shall accrue vacation credit according to the years in consecutive County employment per the following schedule:

0-2 full years	—	.0424 hours per scheduled hour in a paid status, not to exceed regularly scheduled hours (Up to 88 hours per year)
3-12 full years	—	.0616 hours per scheduled hour in a paid status, not to exceed regularly scheduled hours (Up to 128 hours per year)
13-20 full years	—	.0808 hours per scheduled hour in a paid status, not to exceed regularly scheduled hours (Up to 168 hours per year)
After 20 full years	—	.1000 hours per scheduled hour in a paid status, not to exceed regularly scheduled hours (Up to 208 hours per year)

Accrual begins on the date of appointment to a permanent position. If an anniversary date with increased accruals due to length of service is not the first day of the pay period, then the increased accruals will begin on the first day of the pay period following the period in which the employee qualifies.

**Maximum Accruals.** Regular employees shall be permitted 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 two times their annual accrual, except as provided otherwise in compensation for excess accruals.

**Compensation for Excess Accruals.** Employees who are unable to take their scheduled vacation due to unusual and extenuating departmental needs shall, upon request, and determination by the department



head, be compensated for all vacation hours accrued each month in excess of two times their annual accrual.

**Minimum Usage.** A department head may require an employee to use up to one half of the vacation hours the employee accrued in that year.

**Compensation Upon Termination.** Upon termination of their service or employment, an employee shall be entitled to a lump sum payment for any unused or accumulated vacation time to their credit as of the date of termination.

**Scheduling.** Vacations shall be scheduled by request of the employee and approval of the department head. Consideration shall be given to effectuating the wishes of those employees requesting specific vacation periods. As between those employees requesting specific vacation periods, employees with the most general seniority (as defined in Article 6.01) shall receive preference with respect to vacation scheduling; provided however, that the request is made on or before the earlier of January 31 of that calendar year or 90 days prior to the scheduled vacation. No scheduled vacation shall be canceled by the County except in cases of emergency.

**Date Earned.** Vacation is vested as accrued.

**ARTICLE 4.07 - CATASTROPHIC ILLNESS/INJURY LEAVE SHARING PROGRAM:**

The County will provide for a voluntary Leave Program as follows:

- A. **GENERAL** This program is established as an employer sponsored voluntary leave sharing arrangement by which one regular County employee may donate accrued vacation or CTO time to another regular County employee who is experiencing a catastrophic illness or injury; subject to the conditions set forth by this program. This program is not available to extra-help employees or to employees with less than 6 months County service.
- B. **DEFINITION OF TERMS**
1. “***Catastrophic Illness/Injury***” is a non-industrial illness/injury of more than fourteen calendar days duration to an employee which presents an undue financial burden on the employee, or is an illness/injury of more than fourteen calendar days duration to an immediate family member of the employee which requires the employee to be present to care for the family member.
  2. “***Immediate Family Member***” is the spouse, child(ren), and the father, mother, sister, brother of the employee or of the employee's spouse. This list includes all family relationships recognized by law such as “in law”, “step”, “half”, “adopted”, and “foster family”.
  3. “***Accrued Time Off***” is vacation, sick leave, and compensatory time.
- C. **RESPONSIBILITY.** The Personnel Director and the Director of Finance are responsible for the administration of this program to include ensuring that all program requirements are met.
- D. **VOLUNTARY.** Participation in this program by both donors and recipients is voluntary. No one shall be coerced, intimidated or threatened with reprisal for either participating or not participating in this program. Employees who believe that they are being forced to participate in this program shall immediately report their concerns to their Department Head, the Director of Finance, or the Personnel Director. An investigation shall be conducted and the findings shall be communicated to the Board of Supervisors who will direct what action shall be taken based on the findings.

**E. CRITERIA FOR ESTABLISHING A LEAVE SHARING PROGRAM FOR AN INDIVIDUAL.**

A leave sharing program may be established for an individual employee if the following conditions are met:

1. The employee or the employee's immediate family member must be experiencing a catastrophic illness/injury.
2. The employee must have exhausted or will soon exhaust all of his/her accrued time off.
3. The employee has requested in writing to his/her Department Head that the leave sharing account be established in his/her behalf.
4. The Department Head must have approved the request for the establishment of the leave sharing account.

**F. PROCEDURE FOR ESTABLISHING THE LEAVE SHARING PROGRAM.**

1. In order to establish a leave sharing program the employee requests in writing to his/her Department Head that a Leave sharing program be established in his/her behalf.
  - a. To support this request the employee must submit a completed GCPER 30 (Physician's Statement Supporting Leave) verifying the illness/injury. (NOTE: If the request is based on illness/injury of an immediate family member the immediate family member must authorize their treating physician to complete the required Health Care Provider form and the employee must include a completed copy of the Health Care Provider form pertaining to the immediate family member's illness/injury).
  - b. The employee must execute a statement authorizing the County to publish announcements soliciting donations of leave time on his/her behalf. If the request is based on the illness/injury of an immediate family member, both the employee and the immediate family member must sign the authorization.
2. Upon approval, the Department Head will forward the request with all supporting documents to the Personnel Director.
3. The Personnel Director in conjunction with the employee will develop language for the solicitation of donations.
4. Upon agreement as to the language of the solicitation, the Personnel Director will distribute to all Departments a copy of the solicitation of donations for distribution to all department employees.

**G. CRITERIA FOR DONATIONS.**

1. Donations must be for 4 or more hours in whole hour increments.
2. Donations must be of vacation and/or compensatory time.
3. Donors must maintain a minimum of 80 hours of accrued time-off, in their leave account(s) after the donation is made. The total 80 hours may be a combination of vacation, sick leave and compensatory time.
4. Donations can only be made to an employee for whom a leave sharing program has been established.
5. Donations must be made to a specific employee.
6. Donations will be deducted from the donor's accruals (vacation and/or compensatory time) on an hour for hour basis.
7. Donations will be credited to the recipient's sick leave accruals based on an hour for hour basis. No more than one pay period of leave will be transferred to a recipient employee's catastrophic leave bank at one time.
8. Donations are only processed on an as-needed basis to complete the current payroll.
9. TAXATION:
  - a. Donations made under this program are considered by the Internal Revenue Service to be non-taxable and are not imputed to the donor's gross income.

- b. Recipients will be taxed on the donations received as they are used in the same manner as any other paid time-off.

H. PROCEDURE FOR PROCESSING DONATIONS.

1. Donations will be made only to individuals for whom a leave sharing program has been established on the form designated by the Personnel Department.
2. Donors will complete the donation form and send the form to the Personnel Director in a sealed envelope.
3. The Personnel Director or designee will open the sealed envelopes and immediately date and time stamp the donation form. This will ensure that donations can be processed in the order they were received. If two or more forms are received at the same time, then they will be processed in alphabetical order.
4. The Personnel Director or his designee will review all donations to ensure that they meet the criteria set forth in this policy.
5. The Personnel Director or designee will hand deliver the donation forms to the Director of Finance for processing.
6. The Director of Finance or designee will process donations concurrent with the processing of payroll. Donation forms will be processed in the order that they were received, as evidenced by the date and time stamp. Only the monetary value needed to complete the current payroll will be deducted from the donors' vacation and/or compensatory leave accruals and credited to the recipient's sick leave accruals.
7. Donation information is to be treated as confidential information by all parties who process the donations. Failure to maintain this confidentiality could result in disciplinary action.
8. Total donations received by an individual cannot exceed the lesser of, the amount needed to cover the absence or protected leave.
9. In the event of the death of the employee's immediate family member for which the specific leave sharing program was established, an additional 40 hours of donations may be utilized, in accordance with the Bereavement Leave section of the MOU, for the applicable extended bereavement leave.
10. Upon return from an approved Leave of Absence, up to 16 hours of donated leave may be credited to the recipient's sick leave account.

If the employee is receiving combined payments from Catastrophic Leave donations and State Disability Insurance, the employee is required to coordinate these benefits with payroll in such a manner not to exceed the employee's gross salary.

**ARTICLE 4.08 - HOLIDAYS:**

- A. The following holidays are recognized by Glenn County:

<b>HOLIDAY</b>	<b>OBSERVED</b>
1) New Year's Day	January 1
2) Martin Luther King Jr. Day	Third Monday in January
3) President's Day	Third Monday in February
4) Cesar Chavez Day	March 31
5) Memorial Day	Last Monday in May
6) Independence Day	July 4
7) Labor Day	First Monday in September
8) Veterans' Day	November 11
9) Thanksgiving Day	That Designated Thursday in November
10) Thanksgiving Friday	The Day After Thanksgiving
11) Christmas Eve	December 24
12) Christmas	December 25
13) New Year's Eve	December 31



- B. These enumerated holidays are vested so that no matter which day of the week they may occur, employees will be paid for them, or receive compensable time off. Employees in Regular Part-Time positions shall accrue and be eligible for holiday benefits as such part-time classification bears to Regular Full-Time service. Full-time employees who observe a holiday, shall be entitled to eight (8) hours holiday time. Eligible full-time regular employees, who are normally assigned to work a flexible time shift longer than eight (8) hours and who observe a holiday, shall have the remaining hours of their shift charged against vacation and/or compensatory time balances, if available. If no vacation or compensatory time balances are available, the remaining hours will be uncompensated. For example, an employee who normally works a 4-10 schedule will receive eight (8) hours of holiday pay and use two (2) hours of vacation.
- C. Employees required to work on a designated holiday will be paid or receive compensable time off in accordance with ARTICLE 3.03. Employees required to work on a designated holiday shall be allowed to take compensatory time off for accrued holiday time. Such use normally shall be at a date determined by the employee with due consideration given to the efficient operation of the department, however, the department head shall have final authority on such use. Use shall not be unreasonably denied by the department head. When employees are expected to use compensatory time off but when unable to use their accumulated time due to unusual and extenuating departmental needs, they shall upon request and determination by the department head, be paid for all days accrued and unused in accordance with the provisions of ARTICLE 3.03.
- D. Effective 2020/21 fiscal year employees will no longer receive a floating holiday, effective in 2021 the County will observe March 31 as a recognized holiday.

Effective first full pay period in December 2019, add twenty-four hours of "holiday leave" to each employee's accrual bank to be used during the period of seven working days before December 24<sup>th</sup> through seven working days after January 1<sup>st</sup>, subject to supervisor/manager or designee approval. With Department Head approval, unused holiday leave may be used later but not compensated for at time and a half or cashed out.

- E. An employee must be employed the last working day before and the first working day after the holiday in order to receive holiday compensation. Employees on leave without pay shall not accrue holiday benefits.
- F. In lieu of these twelve holidays employees classified as Emergency Dispatcher and County Services Officer shall have their base hourly rate increased. This increase shall be 5% above the approved, published rate for the employee's step and range.

**ARTICLE 4.09 - JURY DUTY:**

Regular employees summoned for attendance to any Court for jury duty or called as a witness arising out of and in the course of their County employment, during a regularly scheduled shift, shall be deemed to be on duty and shall be entitled to their regular pay, provided they deposit their fees for such service, exclusive of mileage, with the Director of Finance.

An employee summoned for Jury Duty, who is scheduled to work an alternative work schedule, shall have his/her schedule adjusted to "day shift" for the period of assigned Jury Duty.

**ARTICLE 4.10 - WITNESS LEAVE:**

Regular employees who appear in Court as a witness in a private matter shall not be entitled to receive their regular pay during such absence, but may use accrued vacation for this purpose.

**ARTICLE 5.01 - RETIREMENT:**

- A. Regular employees of the County shall be members of the Public Employees' Retirement System as provided by law and the terms of the contracts in effect between the County and the Public Employees'

Retirement System. Unless required to do so by law, County shall not revise any benefit provided by the Retirement System to employees or to any other person when such revision will change present or future retirement system contributions by employees subject to this Agreement; however, such benefit change may be made when agreed to by certified representatives on behalf of employees represented by the Union.

- B. The County shall pay 100% of the employer's contribution to PERS for all employees in the classifications listed on Attachment "A".

Members of the General Unit will pay 100% of the employee's 8% contribution to PERS.

- C. The County's contract with CalPERS shall include Section 20965 Credit for Unused Sick Leave. This will provide a credit of .004 year of service credit for each day (8 hours) of unused sick leave.

- D. The County shall provide 2.5% @ 55 benefit for employees covered by this agreement.

**ARTICLE 5.02 - UNION SUPPLEMENTAL RETIREMENT:**

The County agrees to allow members of this bargaining unit to participate in the LIUNA Pension Fund. The County agrees to contribute \$57.60 per month to the employees account with this fund. The membership may elect by majority vote to redirect a portion of an agreed upon salary increase to fund an increase in contribution to this fund.

Retroactive to July 1 2012, as determined by LIUNA Pension Fund ("Fund"), and continuing through the repayment period (currently set at ten (10) years) of the Funding Rehabilitation Plan ("Plan") adopted July 26, 2010 by the Fund, the County of Glenn agrees to contribute to said Plan in accordance with the Preferred Schedule for contribution and accrual rates (Attachment C – the General Unit line commences at 60 cents as the contribution rate prior to adoption of Schedule) subject to the agreed-upon condition by the Glenn County General Unit that effective the first full pay period after May 1, 2013 (May 12, 2013) and continuing through the repayment period, the members of the Glenn County General Unit will pay to the County, through payroll deductions, the difference between the Preferred Schedule contribution and accrual rates and the Default Schedule contribution and accrual rates. The Payroll deductions referred to in this Article shall be implemented in the form of pre-tax deductions so that the salary ranges of the affected employee positions are not lowered.

It is further agreed that in no event will the County pay more than the current Default Schedule for contribution and accrual rates on and after May 12, 2013 even if the Fund or some other entity determines at a subsequent date to change the rate formula; that is, the members of the Glenn County General Unit will pay to the County any and all difference through payroll deductions between the current Default Schedule and any Preferred Schedule even if both are revised in future years for the duration of the repayment period.

**ARTICLE 5.03 - DEFERRED COMPENSATION:**

The County agrees to notify all impacted employees if there is a change to the deferred compensation providers at least 60 days in advance of any change.

**ARTICLE 5.04 - VOLUNTARY PAYROLL DEDUCTION:**

The County agrees to maintain an IRC Section 125 Voluntary Payroll, before tax deduction, account. Items to be included in this account may be additional life insurance, disability income protection, employee health and hospitalization insurance, long term nursing and custodial care, catastrophic insurance coverage, and other types of deductions that qualify under the Internal Revenue Service Code System.

**ARTICLE 6.01 - SENIORITY:**

The County shall recognize Classification Seniority as set forth herein.

- A. **"Classification Seniority"** means the amount of regular service performed by the employee in the classification and higher classifications in question since the most recent date of hire, less all absences from employment for which no compensation is received.
- B. **"Continuous Service"** means the amount of continuous employment by the employee, less all absences from employment in excess of thirty (30) calendar days for which no compensation is received.
- C. Extra help and temporary employees shall not accrue seniority.
- D. **"Probationary Employee"** is defined in Section 10.08.14 of the County Personnel Policy. A probationary employee shall have seniority rights, and shall accrue seniority from the date of hire.

**ARTICLE 6.02 - LAYOFFS:**

- A. A layoff may become necessary because of any temporary or permanent shortage of work, lack of funds, material change in organization or for any other valid reason. A formal reallocation of a position which results in the elimination of or reduction of the full-time equivalence of that position shall be deemed to be a layoff for purposes of this section.
- B. Layoff Procedures. Layoffs shall be made on the basis of classification seniority within a Department.
- C. Notice of Layoff. The County shall give the employee and the Union a written layoff notice at least fourteen (14) calendar days prior to layoff.
- D. Reduction in Hours, Bumping and Demotion in Lieu of Layoff. Regular employees who are to be laid off shall have the right to bump an employee of lesser seniority in a class in which they previously held regular status within the department. If there are two or more employees to be laid off and they opt to exercise this right and request to bump to the same position, then the employee with the greatest classification seniority shall have the right to fill such position. If the classification seniority of these employees is equal, then the employee with the greatest continuous seniority shall have the right to fill such vacancy.

In the case of the reallocation of a position from full time to part time, employees shall have the option of being laid off or to accept a reduction in hours in lieu of layoff.

- E. Promotion to Former Classification. Employees demoted in lieu of layoff shall receive first consideration for promotion when a vacancy occurs within their department at their former classification.
- F. Re-Employment. Qualified employees who have been laid off shall be offered employment, in order of seniority, to any vacancy in their former classification(s) and/or classification series (e.g.: Public Works Mechanic I, II, III, IV), even if already re-hired in another class, for a period up to two years from the date of layoff. The County shall, by regular mail and email, addressed to the employees last known address and email address, notify laid off employees of such vacancies. Employees returned from layoff shall not be on probation period unless the employee was previously required to serve in a probationary status at the time of layoff. These reemployment rights shall only apply to positions within the laid off employee's department and/or a department where the employee previously held a position. Laid off employees shall have fourteen (14) calendar days, from the date of mailing, to respond to a notice of vacancy.
- G. Classification Abolished. If the previous classification of an employee has been abolished, all such time spent in that classification shall count towards the classification seniority of the present classification.

**ARTICLE 6.03 - LOSS OF SENIORITY:**

An employee loses all seniority when:

- A. The employee quits.
- B. The employee is discharged.
- C. The employee, when on layoff, fails to return to work within three calendar days after having been notified by the County by certified mail, return receipt requested, sent to the employee's last known address, to return to work; provided, that if the employee is employed elsewhere and is required to give notice of resignation, the employee must so notify the County within three calendar days after the County's notice, and must return to work within fourteen (14) calendar days after receipt of the County's notice.
- D. The employee is laid off for twenty-four (24) consecutive months.
- E. The employee is absent from work and fails to contact the County within two working days regarding the reason for such absence, unless it is impossible to do so.
- F. The employee does not report to work immediately upon expiration of a leave of absence.

**ARTICLE 7.01 - DISCIPLINARY ACTION:**

Disciplinary action may be taken by the appointing authority for cause against any employee who has permanent status. This article shall not apply to employees dismissed while on probation. As used in this section, "disciplinary action" means dismissal (except dismissal for medical reasons), demotion, reduction in pay, or suspension without pay. As used in this section, "appointing authority" means the Board of Supervisors or the appropriate elected official or department head exercising supervisory authority over the employee against whom disciplinary action is taken.

Each of the following constitutes cause for discipline of an employee:

- A. Falsifying personnel records or County records or providing false information concerning employment qualifications.
- B. Incompetence.
- C. Inefficiency.
- D. Inexcusable neglect of duty.
- E. Willfully disobeying a reasonable order or refusal to perform the job as required.
- F. In possession of/or under the influence of alcoholic beverages while at work or on County property.
- G. In possession, in use, under the influence of, or trafficking in habit forming drugs and/or narcotics while at work or on County property.
- H. Unauthorized absence without leave.
- I. Conviction of a felony or conviction of a misdemeanor related to the performance or duties of the job. A plea or verdict of guilty or a conviction following a plea of nolo contendere to a charge of a felony or any offense involving moral turpitude is deemed to be conviction within the meaning of this section.
- J. Discourteous treatment of the public or other employees.
- K. Improper political activity as defined in the Government Code.

- L. Misuse of County property or damage to public or private property resulting from misuse or negligence.
- M. Violation of Conflict of Interest Code.
- N. Abuse or misuse of sick leave, vacation or other employee benefits.
- O. Gambling on County premises.
- P. Failure to properly report absenteeism.
- Q. Excessive tardiness.
- R. Refusal to take and subscribe any oath or affirmation which is required by law in connection with employment.
- S. Other conduct either during or outside of duty hours which is of such a nature that it causes discredit to the department or to the County.
- T. Violation of any State law or County ordinance requiring confidentiality of records or information.
- U. Inability to perform the duties of the position as a result of the removal of "deputy" status by an appropriate elected official.
- V. Inability to perform the duties of the position due to loss or inability to obtain required licenses.

The appointing authority may initiate disciplinary action against an employee for just cause by serving upon the employee a written notice of intent to impose disciplinary action. The notice of intent shall be served upon the employee either personally or by mail and shall include (a) a statement of the nature of the disciplinary action, (b) a statement of the causes therefore, (c) a statement in ordinary and concise language of the acts or omissions upon which the causes are based, (d) copies of all documents and materials upon which the action is based, (e) a statement advising the employee of the right to respond to the notice of intent before disciplinary action is taken within seven (7) working days of the date of service, orally, or in writing, or both, (f) a statement advising employees that if disciplinary action is imposed, they may appeal such action to a qualified arbitrator by filing a written request to the Personnel Director for arbitration within thirty (30) calendar days of service of the notice that the discipline will be imposed. Notwithstanding the above, a Department Head or their designee may immediately remove an employee from their work place or County property when it is deemed necessary for the safety and protection of citizens and other County employees.

### **APPEAL**

The County Personnel Director and the Union representative will select an arbitrator by mutual agreement, if possible. In the event there is no agreement on the selection of an arbitrator, the parties will make a joint request for a panel of five (5) qualified arbitrators from the American Arbitration Union or the State Mediation & Conciliation Service. After receipt of the panel of arbitrators, each party will strike one arbitrator at a time, and the remaining person on the list shall be accepted as the arbitrator. The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms and conditions of this agreement, nor any rules, policies or procedures. The decision of the arbitrator shall be based solely upon the evidence and arguments presented by the respective parties in the presence of each other.

If a request for arbitration is filed, in all cases, an attempt shall be made to mutually agree upon a joint written submission of the issue to be submitted to the arbitrator. If no such joint submission is reached, each party shall submit to the arbitrator its own statement of the issues. The basic issues to be submitted to the arbitrator are as follows: Was (employee's name) dismissed for reasonable cause? If not, to what remedy is (employee's name) entitled under the provisions of this Agreement. The arbitration hearing shall



be private unless the appealing employee requests a public hearing. Each party shall have the right to call and examine witnesses, introduce exhibits, cross-examine opposing witnesses, subpoena evidence and witnesses, and to rebut evidence against them. Oral evidence shall be taken only under oath or affirmation. The hearing need not be conducted according to technical rules relating to evidence or witnesses. Any relevant evidence may be admitted if it is the sort of evidence responsible persons are accustomed to rely on in the conduct of serious affairs. Following the hearing, the arbitrator shall consider the evidence presented, shall make finding regarding the existence of cause, and shall render within 30 days after the conclusion of the hearing a written decision whether the action was or was not with reasonable cause. Should the arbitrator find the discharge, the demotion or suspension was without reasonable cause, the arbitrator shall make a written decision as to the appropriate action to be taken. Copies of the decision and recommendation shall be sent to the employee and the department head and one copy shall be sent to the Personnel Department to be filed in the employee's permanent personnel record. If it is the arbitrator's decision that the department's order should be modified, the employee shall be restored to a position in their former class, subject to forfeiture of pay and fringe benefits for all or a portion of the period of time they were removed from duty by the department head, as determined by the arbitrator. Should the arbitrator find that the department's order for dismissal should be rescinded, the employee shall be reinstated to a position in their former class and shall receive pay and fringe benefits for all of the period of time they were removed from duty by the department. The decision of the arbitrator may be appealed by either party to the County Board of Supervisors who shall retain the authority to make the final and binding decision. Any such appeal must be presented within thirty (30) calendar days. At all steps of this appeal process, the employee may represent themselves or they may be represented by a representative of their choosing. The expense of the arbitrator, including reporter's expense if one is used, shall be borne equally by the County and the Union.

**ARTICLE 7.02 - GRIEVANCE AND APPEALS PROCEDURES:**

A. PURPOSE. The purpose of the procedure established by way of this agreement is to provide a systematic means to:

1. Keep channels of communications open between all persons employed by the County of Glenn;
2. Resolve problems and differences between employees and management through discussions; and
3. Settle unresolved employee disputes and complaints in a reasonable manner of fair hearings.

B. SCOPE. The procedure established herein is limited in application to complaints of unfair or improper treatment in County employment and to matters specifically involving the interpretation or application of this agreement, County rules, policies or ordinances.

Specifically excluded from this procedure are matters which in their solution, require the amendment or change of Board of Supervisors' policies as set forth in the Glenn County Ordinance Code and resolutions. Also excluded from this procedure are the following:

1. Matters within the Employee Relations Policy adopted by resolution of the Board of Supervisors.
2. County Rights as specified in Article 1.05 of this agreement.
3. Appeals from disciplinary action as defined in accordance with Article 7.01 of this agreement.

C. RIGHT OF PARTICIPATION. Any employee or group of employees shall have the right to present grievances under these procedures without fear of reprisal.

D. REPRESENTATION. Any employee or employees shall be given reasonable time off without loss of pay to participate in the steps of this procedure.

E. GRIEVANCE PROCESS.

1. The following is a series of steps, each a succeeding higher level of review. Every effort is to be made by all who participate in the process to find acceptable solutions to the problems involved at the lowest and earliest possible step in the process.
2. Procedures to be observed:

- (a) The word "employee" as used in the various steps shall mean the employee and his/her representative. The grievant shall be present at all steps in the process.
- (b) Any written forms required of the employee at any step shall be provided by the Personnel Director. The contents of the form shall be mutually agreed upon by the County and the employee Union.
- (c) The word "day" as used in the Steps of the Grievance procedure shall mean "working days".
- (d) Should a grievant fail at any time to proceed to the next step, within the established time limits, the grievance shall be terminated.
- (e) Time limits in this procedure may be waived or extended by mutual written consent of both parties.

**STEP I - INFORMAL MEETING WITH SUPERVISOR**

1. An employee who believes he/she has cause for grievance shall give notice to the immediate supervisor, within ten (10) days following the incident, or after the employee would be reasonably expected to have knowledge of the incident, in an attempt to settle the matter. If a meeting is necessary, it shall be scheduled by the supervisor within three (3) days. If a meeting is scheduled, the supervisor has up to seven (7) days to respond after the date of the meeting. Otherwise, the response is due within the seven (7) day period after the supervisor is made aware of the grievance.
2. If, after discussions with the immediate supervisor, the employee believes that the grievance has not been satisfactorily adjusted, the grievance shall be reduced to writing and the employee may then proceed to Step II.

**STEP II - DEPARTMENT HEAD**

1. If the grievance is not settled to the employee's satisfaction at Step I, the employee may file a written appeal with the Department Head to whom the aggrieved employee's immediate supervisor reports no later than 10 days after the immediate supervisor has responded to the grievance at Step I. Within seven (7) days of receipt of the appeal, a hearing shall be held. If requested by either party, the aggrieved employee, Union Representative, and the employee's immediate supervisor may attend the second step hearing.
2. The grievance form shall be filled out, signed by the aggrieved employee and his/her representative with the date and time of presentation affixed thereto. The Department Head shall sign the form as received with the time affixed thereto.
3. The grievance form shall include the following:
  - (a) A statement of the grievance clearly indicating the question raised by the grievance and the section(s) of the agreement that is violated; and
  - (b) The remedy or correction requested.
4. The Department Head shall give a written answer to the grievance within seven (7) days from the date of the hearing. This written answer shall include a complete statement of the Department Head's position and the facts upon which it is based.

The Department Head's answer shall include the following:

- (a) A complete statement of the Department Head's position and the facts upon which it is based, if available; and
  - (b) The remedy or correction which has been offered, if any.
5. If the grievance is not settled satisfactorily at Step II, the employee may appeal the grievance to the County Personnel Director in writing within ten (10) days from receipt of the Step II decision.

**STEP III - PERSONNEL DIRECTOR**

1. Within ten (10) days of receipt of an appeal from Step II, the County Personnel Director shall cause a hearing to be held. The date, time and place of the hearing shall be by mutual agreement of the County Personnel Director and the employee and Union representative, if any. The County or the

Union may request other representatives to participate in the hearing, and the Union may request that other employees be called as witnesses without loss of pay.

2. It is the intent of the parties to arrive at an equitable settlement of all third step grievances. Therefore, all evidence presented at the third step hearing shall reflect the total effort of the parties.
3. A written disposition of the grievance shall be given by the County Personnel Director to the employee and representatives within ten (10) days following the hearing.
4. If the third step answer is not satisfactory to the employee, it may be appealed to arbitration.

#### **STEP IV - ARBITRATION**

1. The request for the appeal to arbitration must be given in writing to the County by the employee or employee representative within fifteen (15) days from the date of receipt of the third step decision. The County Personnel Director and the Union representative will select an arbitrator by mutual agreement, if possible.
2. In the event there is no agreement on the selection of an arbitrator, the parties will make a joint request for a panel of five (5) qualified arbitrators from the American Arbitration Union or the State Mediation & Conciliation Service. After receipt of the panel of arbitrators, each party will strike one arbitrator at a time, and the remaining person on the list shall be accepted as the arbitrator.
3. The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms and conditions of this agreement, nor any rules, policies or procedures. The decision of the arbitrator shall be based solely upon the evidence and arguments presented by the respective parties in the presence of each other.

The arbitrator shall render a decision within 30 days after the conclusion of the hearing. The decision of the arbitrator shall be final and binding on both parties except that an award of the Arbitrator involving reinstatement or back pay or other monetary considerations in excess of the equivalent of two months gross salary may be appealed to the Board of Supervisors.

4. All fees and expenses of the arbitration shall be shared equally by the parties. Each party shall bear the expense of the presentation of its own case.
5. A court reporter shall not be required for the Arbitration proceedings, but may be requested by the County, the Union, or the Arbitrator.
  - (a) If the services of a court reporter are requested by the Arbitrator, the costs shall be borne equally by the County and the Union.
  - (b) If the services of the court reporter are requested by the County, the costs shall be borne by the County.
  - (c) If the services of the court reporter are requested by the Union, the costs shall be borne by the Union.

#### **GENERAL**

1. If a dispute arises as to whether or not the grievance meets the definition of a grievance as defined in Section B of this procedure, that issue shall be submitted to an arbitrator who will decide the issue of arbitrability prior to the matter being arbitrated.
2. The Union shall have standing to grieve beginning at Step III of the formal grievance procedure as follows:
  - (a) On all matters relating to Union rights or prerogatives or on matters relating to the Unions business relationship with the County; or
  - (b) When the Union determines that there is a substantial noncompliance with a grievable term or condition of employment, where no specific employee is directly affected by an interpretation or application of the County affecting otherwise grievable terms and conditions of employment.



**ARTICLE 7.03 - DISMISSAL FOR MEDICAL REASONS:**

An employee dismissed for medical reasons shall be afforded due process rights equivalent to those granted in Article 7.01.

**ARTICLE 8.01 - SHIFT DIFFERENTIAL:**

Employees assigned to work a shift for which the majority of the hours fall between 3:00 p.m. and 7:00 a.m. shall receive one dollar (\$1.00) per hour in addition to their regular hourly rate; increasing to one dollar fifty (1.50) per hour effective July 12, 2009.

**Should an employee begin work in one shift and end work in another shift the employee shall receive the shift differential for which the majority of the hours worked occurs.**

**ARTICLE 8.02 - SPECIAL PAY ADJUSTMENT:**

Upon consultation with the Union, the County reserves the right to increase salaries and/or benefits over and above the existing terms and conditions of this agreement for any job classification for the purpose of recruitment and retention of personnel.

**ARTICLE 8.03 - BI-LINGUAL-PAY:**

The County shall provide Bi-lingual pay at \$.75 per hour provided the employee have both demonstrated proficiency in the language to the satisfaction of the Department Head and whose department head requires them to use a foreign language in the course of their employment. Payment of bilingual pay is at the sole discretion of the Department Head. Assignment or non-assignment of bilingual duties is excluded from Article 7.02 Grievance.

**ARTICLE 8.04 – INCENTIVE PAY CLASS A OR CLASS B LICENSE**

**CLASS A – Employees of the Public Works Agency who possess a Class A license which is used in the course and scope of their employment will receive a one-time \$2,000 stipend following the ratification of this MOU by the Board of Supervisors.**

**Employees of the Public Works Agency who possess a current, valid, Class A license used in the course of County employment will receive a 5% base pay increase. If an eligible employee allows their Class A CDL to lapse or the employee is unable or unwilling to drive trucks they will become ineligible and the 5% increase will cease.**

CLASS B - Eligible and designated employees of the Ag Department shall be paid incentive compensation in the amount of \$100 per month for possession of a valid Class B California Commercial Driver's License (CDL), as required by the Ag Department.

If an eligible employee allows his/her Class B CDL to lapse or the employee is unable or unwilling to operate the heavy capacity weight truck, the employee will become ineligible and the incentive compensation will cease.

Incentive pay will be payable at the full monthly rate in any month an eligible employee is on paid status at least half of the month. If an eligible employee is on unpaid status or has been placed on administrative leave for more than half of the month, the incentive compensation will be reduced by half or prorated as appropriate. No incentive compensation will be paid in a month if an employee is on an unpaid status or administrative leave for an entire month.

**ARTICLE 9.01 - CONCERTED ACTIVITIES:**

- A. It is understood and agreed that there will be no strike, work stoppage, slow-down, picketing or refusal or failure to faithfully perform job functions and responsibilities, or other interference with the operations of the County by the Union or by its officers, agents, or members during the term of this agreement.

- B. The Union recognizes the duty and obligation of its representatives to comply with the provisions of this agreement and to make every effort toward inducing all employees to do so. In the event of a strike, work stoppage, slow-down or other interference with the operations of the County by employees who are represented by the Union, the Union agrees in good faith to take all necessary steps to cause those employees to cease such action.
- C. The County agrees that during the term of this agreement, it will not "lock-out" Union represented employees.

**ARTICLE 10.01 - SEVERABILITY:**

If any article or section of this agreement shall be held to be invalid by operation of law, or by any tribunal of competent jurisdiction, or if compliance with or any enforcement of articles or sections should be restrained by such tribunal, the remainder of this agreement shall not be affected thereby, and the parties shall, if possible, enter into the meet and confer process for the sole purpose of arriving at a mutually satisfactory replacement for such article or section.

**ARTICLE 11.01 - LEGISLATIVE COST INCREASES**

Should the California Legislature enact legislation benefiting employees or immediate families of employees covered by this Agreement, where the effect is to increase costs to the County beyond those which exist at the time this Agreement is executed, the parties agree to re-open this agreement for the limited purpose of determining how such increase costs are to be paid. "Legislation benefiting employees or immediate families of employees" includes but is not limited to pensions or other retirement benefits, workers compensation or other disability programs, sick leave, holidays, other paid leaves, uniform or clothing allowances, training, certification or educational incentive compensation.

**ARTICLE 11.03 - LIGHT DUTY:**

Should an individual who is off work-work on either an industrial or non-industrial illness or injury be authorized to return to work "with restrictions" by their treating physician every attempt will be made, via the American's with Disabilities Act Interactive Process, by the individual's department to accommodate these restrictions in the existing job or with a "Light Duty" position.

**ARTICLE 12.01 - COUNTY PERSONNEL POLICIES:**

If any portion of this agreement is in conflict with the County's Personnel Policy (excluding the Employer-Employee Relations Policy), then this agreement takes precedent.

**ARTICLE 12.02 - DURATION OF AGREEMENT:**

The articles in this agreement shall be effective and shall remain in full force and effect until midnight, June 30, 2023.

**- END -**

COUNTY OF GLENN

Jude Skinner  
Cheryl Grogan

DATE:

9/1/23

GLENN COUNTY GENERAL UNIT

Rebecca  
L. D.  
Shirley Stachler  
Tom J. Hart  
M. Ross

DATE:

**UNION RATIFICATION**

Ratified by the members of the General Unit (UPEC LOCAL 792):

DATE

9/19/23

Ryan Friesen  
Ryan Friesen, Business Agent, UPEC Local 792

**COUNTY APPROVAL**

DATE

9/1/2023

[Signature]  
Vice-Chairman, Glenn County Board of Supervisors

ATTEST:

Clerk of the Board of Supervisors

By:

[Signature]

**MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF GLENN AND THE  
GLENN COUNTY GENERAL UNIT  
July 1, 2023 through June 30, 2026**

Memorandum of Understanding Between the County of Glenn and Glenn County  
General Unit – UPEC Local 792

**AMENDMENT TO APPENDIX ‘A’ LIST OF CLASSIFICATIONS AND RANGES  
EFFECTIVE FIRST DAY OF PAY PERIOD AFTER RATIFICATION – 9/3/2023**

<b>CLASSIFICATION</b>	<b>RANGE</b>
ACCOUNTANT I	349
ACCOUNTANT II	369
ACCOUNTANT III	389
ACCOUNTING TECHNICIAN	324
ACCT & GEN SERV SPECIALIST I	306
ACCT & GEN SERV SPECIALIST II	326
ACCT & GEN SERV SPECIALIST III	346
ADMINISTRATIVE SERVICES ANALYST I	380
AG BIO/ ENVIRO COMPLIANCE SPECIALIST AIDE	311
AG BIO/ WEIGHTS AND MEASURS INSPECTOR I	355
AG BIO/ WEIGHTS AND MEASURS INSPECTOR II	383
AG BIO/ WEIGHTS AND MEASURS INSPECTOR III	412
AIR POLLUTION SPECIALIST I	355
AIRPORT SITE WORKER	341
APPRAISER	368
ASSISTANT ANIMAL CONTROL OFFICER	419
BEHAVIORAL HEALTH CLINICIAN I	436
BEHAVIORAL HEALTH CLINICIAN II	466
BEHAVIORAL HEALTH CLINICIAN III	469
BUILDING INSPECTOR	392
BUILDING PERMIT TECHNICIAN	351
CASHIER/GATE WORKER	294
CHILD CARE WORKER	294
CHILD SUPPORT ACCOUNTING SPECIALIST	376
CHILD SUPPORT ASSISTANT I	297
CHILD SUPPORT ASSISTANT II	307
CHILD SUPPORT ASSISTANT III	327
CHILD SUPPORT SPECIAL PROG COORDINATOR	346
CHILD SUPPORT SPECIALIST I	336
CHILD SUPPORT SPECIALIST II	356
CHILD SUPPORT SPECIALIST III	376
CLIENT TRANSPORTER	367
CLINICAL NURSE	466
CODE ENFORCEMENT OFFICER I	392
CODE ENFORCEMENT OFFICER II	412
COMMUNITY ACTION PROGRAM SPECIALIST I	339

CLASSIFICATION	RANGE
COMMUNITY ACTION PROGRAM SPECIALIST II	359
COMMUNITY ACTION PROGRAM SPECIALIST III	379
COMMUNITY HEALTH WORKER	322
COMMUNITY HEALTH WORKER II	335
COMMUNITY HEALTH WORKER III	355
COMMUNITY HEALTH WORKER IV	375
COMMUNITY HEALTH WORKER V	395
COMMUNITY OUTREACH ADVOCATE	376
COMMUNITY OUTREACH WORKER	317
CUSTODIAN	294
CUSTODIAN, LEAD	314
ELECTRICIAN	447
ELIGIBILITY SPECIALIST I	336
ELIGIBILITY SPECIALIST II	356
ELIGIBILITY SPECIALIST III	376
ELIGIBILITY TRAINEE	309
EMERGENCY DISPATCHER I	367
EMERGENCY DISPATCHER II	376
EMPLOYMENT & TRAINING WKR I	329
EMPLOYMENT & TRAINING WKR II	349
EMPLOYMENT & TRAINING WKR III	370
ENGINEERING TECHNICIAN I	348
ENGINEERING TECHNICIAN II	368
ENGINEERING TECHNICIAN III	400
ENVIRONMENTAL COMPLIANCE SPECIALIST I	355
ENVIROMENTAL BIOLOGIST I	330
ENVIROMENTAL BIOLOGIST II	350
ENVIROMENTAL BIOLOGIST III	370
EVIDENCE TECHNICIAN	342
FACILITIES WORKER I	316
FACILITIES WORKER II	331
FACILITIES WORKER III	341
FISCAL ANALYST I	380
FLEET MECHANIC I	320
FLEET MECHANIC II	341
FLEET MECHANIC III	351
FLEET MECHANIC IV	361
GEOGRAPHIC INFORMATION ANLAYST I	355
GEOGRAPHIC INFORMATION ANALYST II	441
HEALTH EDUCATOR	380
HHSA CASE MANAGER I	356
HHSA CASE MANAGER II	376
HHSA CASE MANAGER III	396
HHSA INVESTIGATIVE ASSISTANT	369
HOUSING REHABILITATION WORKER I	311
HOUSING REHABILITATION WORKER II	321
HOUSING REHABILITATION WORKER III	336



<b>CLASSIFICATION</b>	<b>RANGE</b>
INFORMATION SYSTEM ANALYST I	409
INFORMATION SYSTEM ANALYST II	424
INTEGRATED CASE WORKER I	339
INTEGRATED CASE WORKER II	359
INTEGRATED CASE WORKER III	379
LEGAL CLERK I	324
LEGAL CLERK II	350
LEGAL CLERK III	375
LEGAL SECRETARY I	324
LEGAL SECRETARY II	350
LEGAL SECRETARY III	375
LICENSED VOCATIONAL NURSE I	426
LICENSED VOCATIONAL NURSE II	446
MECHANIC IV	361
OFFICE ASSISTANT II	294
OFFICE ASSISTANT III	304
OFFICE TECHNICIAN I	317
OFFICE TECHNICIAN II	342
PAYROLL COORDINATOR	395
PLANNER, ASSISTANT	383
PLANNER, ASSOCIATE	402
PRINCIPAL LEGAL SECRETARY	340
PRINCIPAL SECRETARY	340
PROGRAM SPECIALIST	293
PSYCHIATRIC TECHNICIAN	388
PUBLIC AUTHORITY REGISTRY SPECIALIST	363
PUBLIC HEALTH NURSE	486
PUBLIC WORKS MAINTENANCE WORKER I	316
PUBLIC WORKS MAINTENANCE WORKER II	331
PUBLIC WORKS MAINTENANCE WORKER III	341
PUBLIC WORKS MAINTENANCE WORKER IV	351
PUBLIC WORKS MECHANIC I	320
PUBLIC WORKS MECHANIC II	341
PUBLIC WORKS MECHANIC III	351
REGISTERED DIETICIAN	415
REGISTERED ENVR HEALTH SPECIALIST	441
SCREENER	324
SECRETARY	309
SECRETARY, SENIOR	329
SECURED FACILITIES MAINT TECH	368
SECURED FACILITY COOK	308
SENIOR APPRAISER	393
SENIOR BUILDING INSPECTOR	412
SENIOR BUILDING PERMIT TECHNICIAN	381
SENIOR LEGAL SECRETARY	329
SENIOR PUBLIC HEALTH NURSE	474
SENIOR VAN DRIVER	342
SERVICES SUPPORT ASSISTANT III	310

<b>CLASSIFICATION</b>	<b>RANGE</b>
SHERIFF'S COUNTY SERVICES OFFICER	345
SOCIAL SERVICES AIDE	329
SOCIAL WORKER I	365
SOCIAL WORKER II	384
SOCIAL WORKER III	405
SOCIAL WORKER IV-A	416
SOCIAL WORKER IV-B	421
STAFF SERVICES AND SUPPORT TECHNICIAN I	311
STAFF SERVICES AND SUPPORT TECHNICIAN II	321
SUBSTANCE USE DISORDER COUNSELOR I	356
SUBSTANCE USE DISORDER COUNSELOR II	376
TRANSPORTATION PLANNER	360
VAN DRIVER	332
VETERANS' REPRESENTATIVE	352
VICTIM WITNESS ADVOCATE	376
VOCATIONAL ASSISTANT	257

Effective 26 Pay Periods after Ratification of this MOU

CLASSIFICATION	RANGE
ACCOUNTANT I	359
ACCOUNTANT II	379
ACCOUNTANT III	399
ACCOUNTING TECHNICIAN	334
ACCT & GEN SERV SPECIALIST I	316
ACCT & GEN SERV SPECIALIST II	336
ACCT & GEN SERV SPECIALIST III	356
ADMINISTRATIVE SERVICES ANALYST I	390
AG BIO/ ENVIRO COMPLIANCE SPECIALIST AIDE	321
AG BIO/ WEIGHTS AND MEASURS INSPECTOR I	365
AG BIO/ WEIGHTS AND MEASURS INSPECTOR II	393
AG BIO/ WEIGHTS AND MEASURS INSPECTOR III	422
AIR POLLUTION SPECIALIST I	365
AIRPORT SITE WORKER	351
APPRAISER	378
ASSISTANT ANIMAL CONTROL OFFICER	429
BEHAVIORAL HEALTH CLINICIAN I	446
BEHAVIORAL HEALTH CLINICIAN II	476
BEHAVIORAL HEALTH CLINICIAN III	479
BUILDING INSPECTOR	402
BUILDING PERMIT TECHNICIAN	361
CASHIER/GATE WORKER	304
CHILD CARE WORKER	304
CHILD SUPPORT ACCOUNTING SPECIALIST	386
CHILD SUPPORT ASSISTANT I	307
CHILD SUPPORT ASSISTANT II	317
CHILD SUPPORT ASSISTANT III	337
CHILD SUPPORT SPECIAL PROG COORDINATOR	356
CHILD SUPPORT SPECIALIST I	346
CHILD SUPPORT SPECIALIST II	366
CHILD SUPPORT SPECIALIST III	386
CLIENT TRANSPORTER	377
CLINICAL NURSE	476
CODE ENFORCEMENT OFFICER I	402
CODE ENFORCEMENT OFFICER II	422
COMMUNITY ACTION PROGRAM SPECIALIST I	349
COMMUNITY ACTION PROGRAM SPECIALIST II	369
COMMUNITY ACTION PROGRAM SPECIALIST III	389
COMMUNITY HEALTH WORKER	332
COMMUNITY HEALTH WORKER II	345
COMMUNITY HEALTH WORKER III	365
COMMUNITY HEALTH WORKER IV	385
COMMUNITY HEALTH WORKER V	405
COMMUNITY OUTREACH ADVOCATE	386

<b>CLASSIFICATION</b>	<b>RANGE</b>
COMMUNITY OUTREACH WORKER	327
CUSTODIAN	304
CUSTODIAN, LEAD	324
ELECTRICIAN	457
ELIGIBILITY SPECIALIST I	346
ELIGIBILITY SPECIALIST II	366
ELIGIBILITY SPECIALIST III	386
ELIGIBILITY TRAINEE	319
EMERGENCY DISPATCHER I	377
EMERGENCY DISPATCHER II	386
EMPLOYMENT & TRAINING WKR I	339
EMPLOYMENT & TRAINING WKR II	359
EMPLOYMENT & TRAINING WKR III	380
ENGINEERING TECHNICIAN I	358
ENGINEERING TECHNICIAN II	378
ENGINEERING TECHNICIAN III	410
ENVIRONMENTAL COMPLIANCE SPECIALIST I	365
ENVIROMENTAL BIOLOGIST I	340
ENVIROMENTAL BIOLOGIST II	360
ENVIROMENTAL BIOLOGIST III	380
EVIDENCE TECHNICIAN	352
FACILITIES WORKER I	326
FACILITIES WORKER II	341
FACILITIES WORKER III	351
FISCAL ANALYST I	390
FLEET MECHANIC I	330
FLEET MECHANIC II	351
FLEET MECHANIC III	361
FLEET MECHANIC IV	371
GEOGRAPHIC INFORMATION ANLAYST I	365
GEOGRAPHIC INFORMATION ANALYST II	451
HEALTH EDUCATOR	390
HHSa CASE MANAGER I	366
HHSa CASE MANAGER II	386
HHSa CASE MANAGER III	406
HHSa INVESTIGATIVE ASSISTANT	379
HOUSING REHABILITATION WORKER I	321
HOUSING REHABILITATION WORKER II	331
HOUSING REHABILITATION WORKER III	346
INFORMATION SYSTEM ANALYST I	419
INFORMATION SYSTEM ANALYST II	434
INTEGRATED CASE WORKER I	349
INTEGRATED CASE WORKER II	369
INTEGRATED CASE WORKER III	389
LEGAL CLERK I	334
LEGAL CLERK II	360
LEGAL CLERK III	385
LEGAL SECRETARY I	334

<b>CLASSIFICATION</b>	<b>RANGE</b>
LEGAL SECRETARY II	360
LEGAL SECRETARY III	385
LICENSED VOCATIONAL NURSE I	436
LICENSED VOCATIONAL NURSE II	456
MECHANIC IV	371
OFFICE ASSISTANT II	304
OFFICE ASSISTANT III	314
OFFICE TECHNICIAN I	327
OFFICE TECHNICIAN II	352
PAYROLL COORDINATOR	405
PLANNER, ASSISTANT	393
PLANNER, ASSOCIATE	412
PRINCIPAL LEGAL SECRETARY	350
PRINCIPAL SECRETARY	350
PROGRAM SPECIALIST	303
PSYCHIATRIC TECHNICIAN	398
PUBLIC AUTHORITY REGISTRY SPECIALIST	373
PUBLIC HEALTH NURSE	496
PUBLIC WORKS MAINTENANCE WORKER I	326
PUBLIC WORKS MAINTENANCE WORKER II	341
PUBLIC WORKS MAINTENANCE WORKER III	351
PUBLIC WORKS MAINTENANCE WORKER IV	361
PUBLIC WORKS MECHANIC I	330
PUBLIC WORKS MECHANIC II	351
PUBLIC WORKS MECHANIC III	361
REGISTERED DIETICIAN	425
REGISTERED ENVR HEALTH SPECIALIST	451
SCREENER	334
SECRETARY	319
SECRETARY, SENIOR	339
SECURED FACILITIES MAINT TECH	378
SECURED FACILITY COOK	318
SENIOR APPRAISER	403
SENIOR BUILDING INSPECTOR	422
SENIOR BUILDING PERMIT TECHNICIAN	391
SENIOR LEGAL SECRETARY	339
SENIOR PUBLIC HEALTH NURSE	484
SENIOR VAN DRIVER	352
SERVICES SUPPORT ASSISTANT III	320
SHERIFF'S COUNTY SERVICES OFFICER	355
SOCIAL SERVICES AIDE	339
SOCIAL WORKER I	375
SOCIAL WORKER II	394
SOCIAL WORKER III	415
SOCIAL WORKER IV-A	426
SOCIAL WORKER IV-B	431
STAFF SERVICES AND SUPPORT TECHNICIAN I	321
STAFF SERVICES AND SUPPORT TECHNICIAN II	331
SUBSTANCE USE DISORDER COUNSELOR I	366



<b>CLASSIFICATION</b>	<b>RANGE</b>
SUBSTANCE USE DISORDER COUNSELOR II	386
TRANSPORTATION PLANNER	370
VAN DRIVER	342
VETERANS' REPRESENTATIVE	362
VICTIM WITNESS ADVOCATE	386
VOCATIONAL ASSISTANT	267

Effective 52 Pay Periods after Ratification of this MOU

CLASSIFICATION	RANGE
ACCOUNTANT I	369
ACCOUNTANT II	389
ACCOUNTANT III	409
ACCOUNTING TECHNICIAN	344
ACCT & GEN SERV SPECIALIST I	326
ACCT & GEN SERV SPECIALIST II	346
ACCT & GEN SERV SPECIALIST III	366
ADMINISTRATIVE SERVICES ANALYST I	400
AG BIO/ ENVIRO COMPLIANCE SPECIALIST AIDE	331
AG BIO/ WEIGHTS AND MEASURS INSPECTOR I	375
AG BIO/ WEIGHTS AND MEASURS INSPECTOR II	403
AG BIO/ WEIGHTS AND MEASURS INSPECTOR III	432
AIR POLLUTION SPECIALIST I	375
AIRPORT SITE WORKER	361
APPRAISER	388
ASSISTANT ANIMAL CONTROL OFFICER	439
BEHAVIORAL HEALTH CLINICIAN I	456
BEHAVIORAL HEALTH CLINICIAN II	486
BEHAVIORAL HEALTH CLINICIAN III	489
BUILDING INSPECTOR	412
BUILDING PERMIT TECHNICIAN	371
CASHIER/GATE WORKER	314
CHILD CARE WORKER	314
CHILD SUPPORT ACCOUNTING SPECIALIST	396
CHILD SUPPORT ASSISTANT I	317
CHILD SUPPORT ASSISTANT II	327
CHILD SUPPORT ASSISTANT III	347
CHILD SUPPORT SPECIAL PROG COORDINATOR	366
CHILD SUPPORT SPECIALIST I	356
CHILD SUPPORT SPECIALIST II	376
CHILD SUPPORT SPECIALIST III	396
CLIENT TRANSPORTER	387
CLINICAL NURSE	486
CODE ENFORCEMENT OFFICER I	412
CODE ENFORCEMENT OFFICER II	432
COMMUNITY ACTION PROGRAM SPECIALIST I	359
COMMUNITY ACTION PROGRAM SPECIALIST II	379
COMMUNITY ACTION PROGRAM SPECIALIST III	399
COMMUNITY HEALTH WORKER	342
COMMUNITY HEALTH WORKER II	355
COMMUNITY HEALTH WORKER III	375
COMMUNITY HEALTH WORKER IV	395

CLASSIFICATION	RANGE
COMMUNITY HEALTH WORKER V	415
COMMUNITY OUTREACH ADVOCATE	396
COMMUNITY OUTREACH WORKER	337
CUSTODIAN	314
CUSTODIAN, LEAD	334
ELECTRICIAN	467
ELIGIBILITY SPECIALIST I	356
ELIGIBILITY SPECIALIST II	376
ELIGIBILITY SPECIALIST III	396
ELIGIBILITY TRAINEE	329
EMERGENCY DISPATCHER I	387
EMERGENCY DISPATCHER II	396
EMPLOYMENT & TRAINING WKR I	349
EMPLOYMENT & TRAINING WKR II	369
EMPLOYMENT & TRAINING WKR III	390
ENGINEERING TECHNICIAN I	368
ENGINEERING TECHNICIAN II	388
ENGINEERING TECHNICIAN III	420
ENVIRONMENTAL COMPLIANCE SPECIALIST I	375
ENVIROMENTAL BIOLOGIST I	350
ENVIROMENTAL BIOLOGIST II	370
ENVIROMENTAL BIOLOGIST III	390
EVIDENCE TECHNICIAN	362
FACILITIES WORKER I	336
FACILITIES WORKER II	351
FACILITIES WORKER III	361
FISCAL ANALYST I	400
FLEET MECHANIC I	340
FLEET MECHANIC II	361
FLEET MECHANIC III	371
FLEET MECHANIC IV	381
GEOGRAPHIC INFORMATION ANLAYST I	375
GEOGRAPHIC INFORMATION ANALYST II	461
HEALTH EDUCATOR	400
HHSa CASE MANAGER I	376
HHSa CASE MANAGER II	396
HHSa CASE MANAGER III	416
HHSa INVESTIGATIVE ASSISTANT	389
HOUSING REHABILITATION WORKER I	331
HOUSING REHABILITATION WORKER II	341
HOUSING REHABILITATION WORKER III	356
INFORMATION SYSTEM ANALYST I	429
INFORMATION SYSTEM ANALYST II	444
INTEGRATED CASE WORKER I	359
INTEGRATED CASE WORKER II	379
INTEGRATED CASE WORKER III	399
LEGAL CLERK I	344
LEGAL CLERK II	370

<b>CLASSIFICATION</b>	<b>RANGE</b>
LEGAL CLERK III	395
LEGAL SECRETARY I	344
LEGAL SECRETARY II	370
LEGAL SECRETARY III	385
LICENSED VOCATIONAL NURSE I	446
LICENSED VOCATIONAL NURSE II	466
MECHANIC IV	381
OFFICE ASSISTANT II	314
OFFICE ASSISTANT III	324
OFFICE TECHNICIAN I	337
OFFICE TECHNICIAN II	362
PAYROLL COORDINATOR	415
PLANNER, ASSISTANT	403
PLANNER, ASSOCIATE	422
PRINCIPAL LEGAL SECRETARY	360
PRINCIPAL SECRETARY	360
PROGRAM SPECIALIST	313
PSYCHIATRIC TECHNICIAN	408
PUBLIC AUTHORITY REGISTRY SPECIALIST	383
PUBLIC HEALTH NURSE	506
PUBLIC WORKS MAINTENANCE WORKER I	336
PUBLIC WORKS MAINTENANCE WORKER II	351
PUBLIC WORKS MAINTENANCE WORKER III	361
PUBLIC WORKS MAINTENANCE WORKER IV	371
PUBLIC WORKS MECHANIC I	340
PUBLIC WORKS MECHANIC II	361
PUBLIC WORKS MECHANIC III	371
REGISTERED DIETICIAN	435
REGISTERED ENVR HEALTH SPECIALIST	461
SCREENER	344
SECRETARY	329
SECRETARY, SENIOR	349
SECURED FACILITIES MAINT TECH	388
SECURED FACILITY COOK	328
SENIOR APPRAISER	413
SENIOR BUILDING INSPECTOR	432
SENIOR BUILDING PERMIT TECHNICIAN	401
SENIOR LEGAL SECRETARY	349
SENIOR PUBLIC HEALTH NURSE	494
SENIOR VAN DRIVER	362
SERVICES SUPPORT ASSISTANT III	330
SHERIFF'S COUNTY SERVICES OFFICER	365
SOCIAL SERVICES AIDE	349
SOCIAL WORKER I	385
SOCIAL WORKER II	404
SOCIAL WORKER III	425
SOCIAL WORKER IV-A	436
SOCIAL WORKER IV-B	441
STAFF SERVICES AND SUPPORT TECHNICIAN I	331

<b>CLASSIFICATION</b>	<b>RANGE</b>
STAFF SERVICES AND SUPPORT TECHNICIAN II	341
SUBSTANCE USE DISORDER COUNSELOR I	376
SUBSTANCE USE DISORDER COUNSELOR II	396
TRANSPORTATION PLANNER	380
VAN DRIVER	352
VETERANS' REPRESENTATIVE	372
VICTIM WITNESS ADVOCATE	396
VOCATIONAL ASSISTANT	277



APPENDIX 'B'

County Pay Schedule  
December 4, 2018

See Attached

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-E	STEP-E
100	6.27	6.59	6.92	7.26	7.63	501.60	527.20	553.60	580.80	610.40	1,322.53	15,870.40
101	6.30	6.62	6.95	7.29	7.66	504.00	529.60	556.00	583.20	612.80	1,327.73	15,932.80
102	6.33	6.65	6.99	7.33	7.70	506.40	532.00	559.20	586.40	616.00	1,334.67	16,016.00
103	6.36	6.68	7.02	7.36	7.73	508.80	534.40	561.60	588.80	618.40	1,339.87	16,078.40
104	6.40	6.71	7.05	7.41	7.77	512.00	536.80	564.00	592.80	621.60	1,346.80	16,161.60
105	6.43	6.75	7.09	7.45	7.82	514.40	540.00	567.20	596.00	625.60	1,355.47	16,265.60
106	6.46	6.78	7.12	7.48	7.85	516.80	542.40	569.60	598.40	628.00	1,360.67	16,328.00
107	6.49	6.81	7.15	7.51	7.88	519.20	544.80	572.00	600.80	630.40	1,365.87	16,390.40
108	6.52	6.84	7.19	7.55	7.93	521.60	547.20	575.20	604.00	634.40	1,374.53	16,494.40
109	6.55	6.87	7.22	7.58	7.96	524.00	549.60	577.60	606.40	636.80	1,379.73	16,556.80
110	6.58	6.91	7.25	7.62	8.00	526.40	552.80	580.00	609.60	640.00	1,386.67	16,640.00
111	6.61	6.94	7.28	7.65	8.04	528.80	555.20	582.40	612.00	643.20	1,393.60	16,723.20
112	6.64	6.98	7.32	7.69	8.08	531.20	558.40	585.60	615.20	646.40	1,400.53	16,806.40
113	6.67	7.01	7.35	7.72	8.11	533.60	560.80	588.00	617.60	648.80	1,405.73	16,868.80
114	6.70	7.04	7.40	7.76	8.15	536.00	563.20	592.00	620.80	652.00	1,412.67	16,952.00
115	6.73	7.07	7.43	7.79	8.18	538.56	565.60	594.40	623.20	654.40	1,417.87	17,014.40
116	6.76	7.10	7.46	7.83	8.22	540.80	568.00	596.80	626.40	657.60	1,424.80	17,097.60
117	6.79	7.13	7.49	7.86	8.26	543.20	570.40	599.20	628.80	660.80	1,431.73	17,180.80
118	6.82	7.16	7.52	7.89	8.29	545.60	572.80	601.60	631.20	663.20	1,436.93	17,243.20
119	6.85	7.20	7.56	7.94	8.33	548.00	576.00	604.80	635.20	666.40	1,443.87	17,326.40
120	6.89	7.23	7.59	7.97	8.36	551.20	578.40	607.20	637.60	668.80	1,449.07	17,388.80
121	6.92	7.26	7.63	8.01	8.40	553.60	580.80	610.40	640.80	672.00	1,456.00	17,472.00
122	6.95	7.29	7.66	8.05	8.45	556.00	583.20	612.80	644.00	676.00	1,464.67	17,576.00
123	6.98	7.32	7.69	8.08	8.49	558.40	585.60	615.20	646.40	679.20	1,471.60	17,659.20
124	7.01	7.35	7.72	8.11	8.52	560.80	588.00	617.60	648.80	681.60	1,476.80	17,721.60
125	7.04	7.40	7.76	8.15	8.56	563.20	592.00	620.80	652.00	684.80	1,483.73	17,804.80
126	7.07	7.43	7.79	8.18	8.59	565.60	594.40	623.20	654.40	687.20	1,488.93	17,867.20
127	7.10	7.46	7.83	8.22	8.63	568.00	596.80	626.40	657.60	690.40	1,495.87	17,950.40
128	7.13	7.49	7.86	8.26	8.68	570.40	599.20	628.80	660.80	694.40	1,504.53	18,054.40
129	7.16	7.52	7.89	8.29	8.71	572.80	601.60	631.20	663.20	696.80	1,509.73	18,116.80
130	7.20	7.56	7.94	8.33	8.75	576.00	604.80	635.20	666.40	700.00	1,516.67	18,200.00
131	7.24	7.61	7.99	8.38	8.80	579.20	608.80	639.20	670.40	704.00	1,525.33	18,304.00
132	7.28	7.65	8.04	8.44	8.85	582.40	612.00	643.20	675.20	708.00	1,534.00	18,408.00
133	7.32	7.69	8.08	8.49	8.91	585.60	615.20	646.40	679.20	712.80	1,544.40	18,532.80
134	7.36	7.73	8.12	8.53	8.96	588.80	618.40	649.60	682.40	716.80	1,553.07	18,636.80
135	7.41	7.77	8.16	8.57	9.00	592.80	621.60	652.80	685.60	720.00	1,560.00	18,720.00
136	7.45	7.82	8.21	8.62	9.05	596.00	625.60	656.80	689.60	724.00	1,568.67	18,824.00
137	7.49	7.86	8.26	8.68	9.12	599.20	628.80	660.80	694.40	729.60	1,580.80	18,969.60
138	7.53	7.91	8.30	8.72	9.16	602.40	632.80	664.00	697.60	732.80	1,587.73	19,052.80
139	7.57	7.95	8.34	8.76	9.20	605.60	636.00	667.20	700.80	736.00	1,594.67	19,136.00
140	7.61	7.99	8.38	8.80	9.24	608.80	639.20	670.40	704.00	739.20	1,601.60	19,219.20
141	7.65	8.04	8.44	8.85	9.29	612.00	643.20	675.20	708.00	743.20	1,610.27	19,323.20
142	7.69	8.08	8.49	8.91	9.36	615.20	646.40	679.20	712.80	748.80	1,622.40	19,468.80
143	7.73	8.12	8.53	8.96	9.40	618.40	649.60	682.40	716.80	752.00	1,629.33	19,552.00
144	7.77	8.16	8.57	9.00	9.45	621.60	652.80	685.60	720.00	756.00	1,638.00	19,656.00
145	7.81	8.20	8.61	9.04	9.49	624.80	656.00	688.80	723.20	759.20	1,644.93	19,739.20

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-E	STEP -E
146	7.85	8.25	8.66	9.09	9.55	628.00	660.00	692.80	727.20	764.00	1,655.33	19,864.00
147	7.89	8.29	8.71	9.15	9.61	631.20	663.20	696.80	732.00	768.80	1,665.73	19,988.80
148	7.94	8.33	8.75	9.19	9.65	635.20	666.40	700.00	735.20	772.00	1,672.67	20,072.00
149	7.98	8.37	8.79	9.23	9.69	638.40	669.60	703.20	738.40	775.20	1,679.60	20,155.20
150	8.02	8.42	8.83	9.27	9.73	641.60	673.60	706.40	741.60	778.40	1,686.53	20,238.40
151	8.06	8.47	8.89	9.34	9.81	644.80	677.60	711.20	747.20	784.80	1,700.40	20,404.80
152	8.10	8.51	8.94	9.38	9.85	648.00	680.80	715.20	750.40	788.00	1,707.33	20,488.00
153	8.14	8.55	8.98	9.42	9.89	651.20	684.00	718.40	753.60	791.20	1,714.27	20,571.20
154	8.18	8.59	9.02	9.47	9.93	654.40	687.20	721.60	757.60	794.40	1,721.20	20,654.40
155	8.22	8.63	9.06	9.51	9.99	657.60	690.40	724.80	760.80	799.20	1,731.60	20,779.20
156	8.26	8.68	9.12	9.58	10.06	660.80	694.40	729.60	766.40	804.80	1,743.73	20,924.80
157	8.30	8.72	9.16	9.62	10.10	664.00	697.60	732.80	769.60	808.00	1,750.67	21,008.00
158	8.34	8.76	9.20	9.66	10.14	667.20	700.80	736.00	772.80	811.20	1,757.60	21,091.20
159	8.38	8.80	9.24	9.70	10.19	670.40	704.00	739.20	776.00	815.20	1,766.27	21,195.20
160	8.43	8.84	9.28	9.75	10.24	674.40	707.20	742.40	780.00	819.20	1,774.93	21,299.20
161	8.47	8.89	9.34	9.81	10.30	677.60	711.20	747.20	784.80	824.00	1,785.33	21,424.00
162	8.51	8.94	9.38	9.85	10.34	680.80	715.20	750.40	788.00	827.20	1,792.27	21,507.20
163	8.55	8.98	9.42	9.89	10.39	684.00	718.40	753.60	791.20	831.20	1,800.93	21,611.20
164	8.59	9.02	9.47	9.93	10.43	687.20	721.60	757.60	794.40	834.40	1,807.87	21,694.40
165	8.63	9.06	9.51	9.99	10.49	690.40	724.80	760.80	799.20	839.20	1,818.27	21,819.20
166	8.67	9.11	9.57	10.05	10.55	693.60	728.80	765.60	804.00	844.00	1,828.67	21,944.00
167	8.71	9.15	9.61	10.09	10.59	696.80	732.00	768.80	807.20	847.20	1,835.60	22,027.20
168	8.75	9.19	9.65	10.13	10.64	700.00	735.20	772.00	810.40	851.20	1,844.27	22,131.20
169	8.79	9.23	9.69	10.18	10.69	703.20	738.40	775.20	814.40	855.20	1,852.93	22,235.20
170	8.83	9.27	9.73	10.22	10.73	706.40	741.60	778.40	817.60	858.40	1,859.87	22,318.40
171	8.87	9.32	9.79	10.28	10.79	709.60	745.60	783.20	822.40	863.20	1,870.27	22,443.20
172	8.91	9.36	9.83	10.32	10.84	712.80	748.80	786.40	825.60	867.20	1,878.93	22,547.20
173	8.96	9.40	9.87	10.36	10.88	716.80	752.00	789.60	828.80	870.40	1,885.87	22,630.40
174	9.00	9.45	9.91	10.41	10.93	720.00	756.00	792.80	832.80	874.40	1,894.53	22,734.40
175	9.04	9.49	9.97	10.47	10.99	723.20	759.20	797.60	837.60	879.20	1,904.93	22,859.20
176	9.08	9.54	10.02	10.52	11.05	726.40	763.20	801.60	841.60	884.00	1,915.33	22,984.00
177	9.12	9.58	10.06	10.56	11.09	729.60	766.40	804.80	844.80	887.20	1,922.27	23,067.20
178	9.16	9.62	10.10	10.61	11.14	732.80	769.60	808.00	848.80	891.20	1,930.93	23,171.20
179	9.20	9.66	10.14	10.65	11.18	736.00	772.80	811.20	852.00	894.40	1,937.87	23,254.40
180	9.25	9.71	10.20	10.71	11.25	740.00	776.80	816.00	856.80	900.00	1,950.00	23,400.00
181	9.30	9.77	10.26	10.77	11.31	744.00	781.60	820.80	861.60	904.80	1,960.40	23,524.80
182	9.35	9.82	10.31	10.83	11.37	748.00	785.60	824.80	866.40	909.60	1,970.80	23,649.60
183	9.40	9.87	10.36	10.88	11.42	752.00	789.60	828.80	870.40	913.60	1,979.47	23,753.60
184	9.46	9.92	10.42	10.94	11.50	756.80	793.60	833.60	875.20	920.00	1,993.33	23,920.00
185	9.51	9.99	10.49	11.01	11.56	760.80	799.20	839.20	880.80	924.80	2,003.73	24,044.80
186	9.56	10.04	10.54	11.07	11.62	764.80	803.20	843.20	885.60	929.60	2,014.13	24,169.60
187	9.61	10.09	10.59	11.12	11.68	768.80	807.20	847.20	889.60	934.40	2,024.53	24,294.40
188	9.66	10.14	10.65	11.18	11.74	772.80	811.20	852.00	894.40	939.20	2,034.93	24,419.20
189	9.71	10.20	10.71	11.25	11.81	776.80	816.00	856.80	900.00	944.80	2,047.07	24,564.80
190	9.76	10.25	10.76	11.30	11.86	780.80	820.00	860.80	904.00	948.80	2,055.73	24,668.80
191	9.81	10.30	10.82	11.36	11.93	784.80	824.00	865.60	908.80	954.40	2,067.87	24,814.40

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY		ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-E	STEP-E	
192	9.86	10.35	10.87	11.41	11.99	788.80	828.00	869.60	912.80	959.20	2,078.27	24,939.20	
193	9.91	10.41	10.93	11.49	12.06	792.80	832.80	874.40	919.20	964.80	2,090.40	25,084.80	
194	9.97	10.47	10.99	11.54	12.12	797.60	837.60	879.20	923.20	969.60	2,100.80	25,209.60	
195	10.02	10.52	11.05	11.60	12.18	801.60	841.60	884.00	928.00	974.40	2,111.20	25,334.40	
196	10.07	10.57	11.10	11.65	12.23	805.60	845.60	888.00	932.00	978.40	2,119.87	25,438.40	
197	10.12	10.63	11.16	11.72	12.30	809.60	850.40	892.80	937.60	984.00	2,132.00	25,584.00	
198	10.17	10.68	11.21	11.77	12.36	813.60	854.40	896.80	941.60	988.80	2,142.40	25,708.80	
199	10.22	10.73	11.27	11.83	12.42	817.60	858.40	901.60	946.40	993.60	2,152.80	25,833.60	
200	10.27	10.78	11.32	11.89	12.48	821.60	862.40	905.60	951.20	998.40	2,163.20	25,958.40	
201	10.32	10.84	11.38	11.95	12.56	825.60	867.20	910.40	956.00	1,004.80	2,177.07	26,124.80	
202	10.37	10.89	11.43	12.01	12.61	829.60	871.20	914.40	960.80	1,008.80	2,185.73	26,228.80	
203	10.42	10.94	11.50	12.07	12.67	833.60	875.20	920.00	965.60	1,013.60	2,196.13	26,353.60	
204	10.48	11.00	11.55	12.13	12.73	838.40	880.00	924.00	970.40	1,018.40	2,206.53	26,478.40	
205	10.53	11.06	11.61	12.19	12.80	842.40	884.80	928.80	975.20	1,024.00	2,218.67	26,624.00	
206	10.58	11.11	11.66	12.24	12.85	846.40	888.80	932.80	979.20	1,028.00	2,227.33	26,728.00	
207	10.63	11.16	11.72	12.30	12.91	850.40	892.80	937.60	984.00	1,032.80	2,237.73	26,852.80	
208	10.68	11.21	11.77	12.36	12.98	854.40	896.80	941.60	988.80	1,038.40	2,249.87	26,998.40	
209	10.73	11.27	11.83	12.42	13.05	858.40	901.60	946.40	993.60	1,044.00	2,262.00	27,144.00	
210	10.78	11.32	11.89	12.48	13.11	862.40	905.60	951.20	998.40	1,048.80	2,272.40	27,268.80	
211	10.83	11.37	11.94	12.55	13.18	866.40	909.60	955.20	1,004.00	1,054.40	2,284.53	27,414.40	
212	10.88	11.42	12.00	12.60	13.23	870.40	913.60	960.00	1,008.00	1,058.40	2,293.20	27,518.40	
213	10.93	11.49	12.06	12.66	13.29	874.40	919.20	964.80	1,012.80	1,063.20	2,303.60	27,643.20	
214	10.99	11.54	12.12	12.72	13.35	879.20	923.20	969.60	1,017.60	1,068.00	2,314.00	27,768.00	
215	11.04	11.59	12.17	12.78	13.42	883.20	927.20	973.60	1,022.40	1,073.60	2,326.13	27,913.60	
216	11.09	11.64	12.22	12.83	13.47	887.20	931.20	977.60	1,026.40	1,077.60	2,334.80	28,017.60	
217	11.14	11.70	12.28	12.89	13.54	891.20	936.00	982.40	1,031.20	1,083.20	2,346.93	28,163.20	
218	11.19	11.75	12.34	12.96	13.62	895.20	940.00	987.20	1,036.80	1,089.60	2,360.80	28,329.60	
219	11.24	11.80	12.39	13.02	13.67	899.20	944.00	991.20	1,041.60	1,093.60	2,369.47	28,433.60	
220	11.30	11.86	12.45	13.08	13.73	904.00	948.80	996.00	1,046.40	1,098.40	2,379.87	28,558.40	
221	11.36	11.93	12.54	13.16	13.82	908.80	954.40	1,003.20	1,052.80	1,105.60	2,395.47	28,745.60	
222	11.42	12.00	12.60	13.23	13.89	913.60	960.00	1,008.00	1,058.40	1,111.20	2,407.60	28,891.20	
223	11.49	12.06	12.66	13.29	13.95	919.20	964.80	1,012.80	1,063.20	1,116.00	2,418.00	29,016.00	
224	11.55	12.13	12.73	13.36	14.04	924.00	970.40	1,018.40	1,068.80	1,123.20	2,433.60	29,203.20	
225	11.61	12.19	12.80	13.44	14.12	928.80	975.20	1,024.00	1,075.20	1,129.60	2,447.47	29,369.60	
226	11.67	12.25	12.86	13.50	14.18	933.60	980.00	1,028.80	1,080.00	1,134.40	2,457.87	29,494.40	
227	11.73	12.32	12.93	13.58	14.26	938.40	985.60	1,034.40	1,086.40	1,140.80	2,471.73	29,660.80	
228	11.79	12.38	13.01	13.66	14.34	943.20	990.40	1,040.80	1,092.80	1,147.20	2,485.60	29,827.20	
229	11.85	12.44	13.07	13.72	14.40	948.00	995.20	1,045.60	1,097.60	1,152.00	2,496.00	29,952.00	
230	11.91	12.51	13.13	13.78	14.47	952.80	1,000.80	1,050.40	1,102.40	1,157.60	2,508.13	30,097.60	
231	11.97	12.58	13.21	13.87	14.57	957.60	1,006.40	1,056.80	1,109.60	1,165.60	2,525.47	30,305.60	
232	12.04	12.64	13.27	13.93	14.63	963.20	1,011.20	1,061.60	1,114.40	1,170.40	2,535.87	30,430.40	
233	12.10	12.70	13.33	13.99	14.70	968.00	1,016.00	1,066.40	1,119.20	1,176.00	2,548.00	30,576.00	
234	12.16	12.77	13.41	14.09	14.79	972.80	1,021.60	1,072.80	1,127.20	1,183.20	2,563.60	30,763.20	
235	12.22	12.83	13.47	14.15	14.85	977.60	1,026.40	1,077.60	1,132.00	1,188.00	2,574.00	30,888.00	
236	12.28	12.89	13.54	14.21	14.92	982.40	1,031.20	1,083.20	1,136.80	1,193.60	2,586.13	31,033.60	
237	12.34	12.96	13.62	14.30	15.01	987.20	1,036.80	1,089.60	1,144.00	1,201.15	2,602.50	31,229.95	

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-E	STEP-E
238	12.40	13.03	13.68	14.36	15.08	992.00	1,042.40	1,094.40	1,148.80	1,206.40	2,613.87	31,366.40
239	12.46	13.09	13.74	14.42	15.15	996.80	1,047.20	1,099.20	1,153.60	1,212.00	2,626.00	31,512.00
240	12.53	13.15	13.80	14.49	15.22	1,002.40	1,052.00	1,104.00	1,159.20	1,217.60	2,638.13	31,657.60
241	12.59	13.22	13.88	14.58	15.30	1,007.20	1,057.60	1,110.40	1,166.40	1,224.00	2,652.00	31,824.00
242	12.65	13.28	13.94	14.64	15.37	1,012.00	1,062.40	1,115.20	1,171.20	1,229.60	2,664.13	31,969.60
243	12.71	13.34	14.00	14.71	15.44	1,016.80	1,067.20	1,120.00	1,176.80	1,235.20	2,676.27	32,115.20
244	12.77	13.41	14.09	14.79	15.53	1,021.60	1,072.80	1,127.20	1,183.20	1,242.40	2,691.87	32,302.40
245	12.83	13.47	14.15	14.85	15.60	1,026.40	1,077.60	1,132.00	1,188.00	1,248.00	2,704.00	32,448.00
246	12.89	13.54	14.21	14.92	15.67	1,031.20	1,083.20	1,136.80	1,193.60	1,253.60	2,716.13	32,593.60
247	12.95	13.61	14.29	15.00	15.76	1,036.00	1,088.80	1,143.20	1,200.00	1,260.80	2,731.73	32,780.80
248	13.02	13.67	14.35	15.07	15.82	1,041.60	1,093.60	1,148.00	1,205.60	1,265.60	2,742.13	32,905.60
249	13.08	13.73	14.41	15.14	15.89	1,046.40	1,098.40	1,152.80	1,211.20	1,271.20	2,754.27	33,051.20
250	13.14	13.79	14.48	15.21	15.97	1,051.20	1,103.20	1,158.40	1,216.80	1,277.60	2,768.13	33,217.60
251	13.20	13.86	14.56	15.28	16.04	1,056.00	1,108.80	1,164.80	1,222.40	1,283.20	2,780.27	33,363.20
252	13.26	13.92	14.62	15.35	16.12	1,060.80	1,113.60	1,169.60	1,228.00	1,289.60	2,794.13	33,529.60
253	13.33	13.99	14.70	15.43	16.21	1,066.40	1,119.20	1,176.00	1,234.40	1,296.80	2,809.73	33,716.80
254	13.40	14.08	14.78	15.51	16.29	1,072.00	1,126.40	1,182.40	1,240.80	1,303.20	2,823.60	33,883.20
255	13.47	14.15	14.85	15.60	16.37	1,077.60	1,132.00	1,188.00	1,248.00	1,309.60	2,837.47	34,049.60
256	13.55	14.22	14.93	15.68	16.46	1,084.00	1,137.60	1,194.40	1,254.40	1,316.80	2,853.07	34,236.80
257	13.62	14.30	15.01	15.77	16.55	1,089.60	1,144.00	1,200.80	1,261.60	1,324.00	2,868.67	34,424.00
258	13.69	14.37	15.09	15.84	16.64	1,095.20	1,149.60	1,207.20	1,267.20	1,331.20	2,884.27	34,611.20
259	13.76	14.44	15.17	15.92	16.72	1,100.80	1,155.20	1,213.60	1,273.60	1,337.60	2,898.13	34,777.60
260	13.83	14.52	15.25	16.01	16.82	1,106.40	1,161.60	1,220.00	1,280.80	1,345.60	2,915.47	34,985.60
261	13.90	14.60	15.33	16.10	16.90	1,112.00	1,168.00	1,226.40	1,288.00	1,352.00	2,929.33	35,152.00
262	13.97	14.68	15.41	16.19	16.99	1,117.60	1,174.40	1,232.80	1,295.20	1,359.20	2,944.93	35,339.20
263	14.05	14.75	15.48	16.26	17.07	1,124.00	1,180.00	1,238.40	1,300.80	1,365.60	2,958.80	35,505.60
264	14.12	14.82	15.57	16.34	17.16	1,129.60	1,185.60	1,245.60	1,307.20	1,372.80	2,974.40	35,692.80
265	14.19	14.90	15.65	16.43	17.26	1,135.20	1,192.00	1,252.00	1,314.40	1,380.80	2,991.73	35,900.80
266	14.26	14.97	15.72	16.50	17.33	1,140.80	1,197.60	1,257.60	1,320.00	1,386.40	3,003.87	36,046.40
267	14.33	15.05	15.80	16.59	17.41	1,146.40	1,204.00	1,264.00	1,327.20	1,392.80	3,017.73	36,212.80
268	14.40	15.13	15.88	16.68	17.51	1,152.00	1,210.40	1,270.40	1,334.40	1,400.80	3,035.07	36,420.80
269	14.47	15.20	15.96	16.76	17.60	1,157.60	1,216.00	1,276.80	1,340.80	1,408.00	3,050.67	36,608.00
270	14.55	15.27	16.03	16.84	17.69	1,164.00	1,221.60	1,282.40	1,347.20	1,415.20	3,066.27	36,795.20
271	14.62	15.35	16.12	16.92	17.77	1,169.60	1,228.00	1,289.60	1,353.60	1,421.60	3,080.13	36,961.60
272	14.69	15.42	16.20	17.00	17.85	1,175.20	1,233.60	1,296.00	1,360.00	1,428.00	3,094.00	37,128.00
273	14.76	15.49	16.27	17.09	17.94	1,180.80	1,239.20	1,301.60	1,367.20	1,435.20	3,109.60	37,315.20
274	14.83	15.58	16.35	17.17	18.02	1,186.40	1,246.40	1,308.00	1,373.60	1,441.60	3,123.47	37,481.60
275	14.90	15.65	16.43	17.26	18.13	1,192.00	1,252.00	1,314.40	1,380.80	1,450.40	3,142.53	37,710.40
276	14.97	15.72	16.50	17.33	18.20	1,197.60	1,257.60	1,320.00	1,386.40	1,456.00	3,154.67	37,856.00
277	15.05	15.80	16.59	17.41	18.28	1,204.00	1,264.00	1,327.20	1,392.80	1,462.40	3,168.53	38,022.40
278	15.12	15.87	16.67	17.50	18.38	1,209.60	1,269.60	1,333.60	1,400.00	1,470.40	3,185.87	38,230.40
279	15.19	15.94	16.74	17.57	18.45	1,215.20	1,275.20	1,339.20	1,405.60	1,476.00	3,198.00	38,376.00
280	15.26	16.02	16.83	17.68	18.56	1,220.80	1,281.60	1,346.40	1,414.40	1,484.80	3,217.07	38,604.80
281	15.33	16.10	16.90	17.75	18.64	1,226.40	1,288.00	1,352.00	1,420.00	1,491.20	3,230.93	38,771.20
282	15.41	16.19	16.99	17.84	18.73	1,232.80	1,295.20	1,359.20	1,427.20	1,498.40	3,246.53	38,958.40
283	15.49	16.27	17.09	17.94	18.84	1,239.20	1,301.60	1,367.20	1,435.20	1,507.20	3,265.60	39,187.20



COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
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RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E		
284	15.58	16.35	17.17	18.02	18.92	1,246.40	1,308.00	1,373.60	1,441.60	1,513.60	3,279.47	39,353.60
285	15.66	16.44	17.27	18.14	19.04	1,252.80	1,315.20	1,381.60	1,451.20	1,523.20	3,300.27	39,603.20
286	15.74	16.52	17.35	18.22	19.13	1,259.20	1,321.60	1,388.00	1,457.60	1,530.40	3,315.87	39,790.40
287	15.82	16.62	17.44	18.32	19.24	1,265.60	1,329.60	1,395.20	1,465.60	1,539.20	3,334.93	40,019.20
288	15.90	16.70	17.53	18.41	19.33	1,272.00	1,336.00	1,402.40	1,472.80	1,546.40	3,350.53	40,206.40
289	15.98	16.78	17.62	18.49	19.42	1,278.40	1,342.40	1,409.60	1,479.20	1,553.60	3,366.13	40,393.60
290	16.07	16.87	17.72	18.60	19.53	1,285.60	1,349.60	1,417.60	1,488.00	1,562.40	3,385.20	40,622.40
291	16.15	16.95	17.80	18.69	19.62	1,292.00	1,356.00	1,424.00	1,495.20	1,569.60	3,400.80	40,809.60
292	16.23	17.04	17.90	18.80	19.74	1,298.40	1,363.20	1,432.00	1,504.00	1,579.20	3,421.60	41,059.20
293	16.31	17.13	17.98	18.88	19.83	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	3,437.20	41,246.40
294	16.39	17.21	18.06	18.97	19.92	1,311.20	1,376.80	1,444.80	1,517.60	1,593.60	3,452.80	41,433.60
295	16.47	17.30	18.17	19.07	20.03	1,317.60	1,384.00	1,453.60	1,525.60	1,602.40	3,471.87	41,662.40
296	16.55	17.38	18.25	19.16	20.11	1,324.00	1,390.40	1,460.00	1,532.80	1,608.80	3,485.73	41,828.80
297	16.64	17.47	18.35	19.27	20.23	1,331.20	1,397.60	1,468.00	1,541.60	1,618.40	3,506.53	42,078.40
298	16.72	17.55	18.43	19.35	20.32	1,337.60	1,404.00	1,474.40	1,548.00	1,625.60	3,522.13	42,265.60
299	16.80	17.64	18.51	19.44	20.41	1,344.00	1,411.20	1,480.80	1,555.20	1,632.80	3,537.73	42,452.80
300	16.88	17.73	18.62	19.54	20.52	1,350.40	1,418.40	1,489.60	1,563.20	1,641.60	3,556.80	42,681.60
301	16.96	17.81	18.70	19.64	20.61	1,356.80	1,424.80	1,496.00	1,571.20	1,648.80	3,572.40	42,868.80
302	17.04	17.90	18.80	19.74	20.73	1,363.20	1,432.00	1,504.00	1,579.20	1,658.40	3,593.20	43,118.40
303	17.13	17.98	18.88	19.83	20.82	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	3,608.80	43,305.60
304	17.21	18.06	18.97	19.92	20.92	1,376.80	1,444.80	1,517.60	1,593.60	1,673.60	3,626.13	43,513.60
305	17.29	18.16	19.06	20.01	21.01	1,383.20	1,452.80	1,524.80	1,600.80	1,680.80	3,641.73	43,700.80
306	17.37	18.24	19.15	20.10	21.11	1,389.60	1,459.20	1,532.00	1,608.00	1,688.80	3,659.07	43,908.80
307	17.46	18.34	19.26	20.22	21.23	1,396.80	1,467.20	1,540.80	1,617.60	1,698.40	3,679.87	44,158.40
308	17.55	18.43	19.35	20.32	21.34	1,404.00	1,474.40	1,548.00	1,625.60	1,707.20	3,698.93	44,387.20
309	17.65	18.53	19.46	20.43	21.45	1,412.00	1,482.40	1,556.80	1,634.40	1,716.00	3,718.00	44,616.00
310	17.74	18.63	19.55	20.53	21.56	1,419.20	1,490.40	1,564.00	1,642.40	1,724.80	3,737.07	44,844.80
311	17.83	18.72	19.66	20.63	21.66	1,426.40	1,497.60	1,572.80	1,650.40	1,732.80	3,754.40	45,052.80
312	17.92	18.82	19.76	20.75	21.79	1,433.60	1,505.60	1,580.80	1,660.00	1,743.20	3,776.93	45,323.20
313	18.01	18.91	19.86	20.85	21.89	1,440.80	1,512.80	1,588.80	1,668.00	1,751.20	3,794.27	45,531.20
314	18.11	19.01	19.96	20.96	22.01	1,448.80	1,520.80	1,596.80	1,676.80	1,760.80	3,815.07	45,780.80
315	18.20	19.10	20.06	21.06	22.11	1,456.00	1,528.00	1,604.80	1,684.80	1,768.80	3,832.40	45,988.80
316	18.29	19.21	20.17	21.18	22.24	1,463.20	1,536.80	1,613.60	1,694.40	1,779.20	3,854.93	46,259.20
317	18.38	19.30	20.27	21.28	22.34	1,470.40	1,544.00	1,621.60	1,702.40	1,787.20	3,872.27	46,467.20
318	18.47	19.40	20.37	21.39	22.46	1,477.60	1,552.00	1,629.60	1,711.20	1,796.80	3,893.07	46,716.80
319	18.56	19.49	20.47	21.49	22.56	1,484.80	1,559.20	1,637.60	1,719.20	1,804.80	3,910.40	46,924.80
320	18.66	19.58	20.56	21.59	22.67	1,492.80	1,566.40	1,644.80	1,727.20	1,813.60	3,929.47	47,153.60
321	18.75	19.69	20.68	21.71	22.79	1,500.00	1,575.20	1,654.40	1,736.80	1,823.20	3,950.27	47,403.20
322	18.84	19.78	20.77	21.81	22.90	1,507.20	1,582.40	1,661.60	1,744.80	1,832.00	3,969.33	47,632.00
323	18.93	19.88	20.87	21.91	23.00	1,514.40	1,590.40	1,669.60	1,752.80	1,840.00	3,986.67	47,840.00
324	19.02	19.97	20.97	22.02	23.12	1,521.60	1,597.60	1,677.60	1,761.60	1,849.60	4,007.47	48,089.60
325	19.11	20.07	21.07	22.12	23.23	1,528.80	1,605.60	1,685.60	1,769.60	1,858.40	4,026.53	48,318.40
326	19.21	20.17	21.18	22.24	23.35	1,536.80	1,613.60	1,694.40	1,779.20	1,868.00	4,047.33	48,568.00
327	19.30	20.27	21.28	22.34	23.46	1,544.00	1,621.60	1,702.40	1,787.20	1,876.80	4,066.40	48,796.80
328	19.39	20.36	21.38	22.45	23.57	1,551.20	1,628.80	1,710.40	1,796.00	1,885.60	4,085.47	49,025.60
329	19.49	20.47	21.49	22.56	23.69	1,559.20	1,637.60	1,719.20	1,804.80	1,895.20	4,106.27	49,275.20

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330	19.59	20.57	21.60	22.68	23.82	1,567.20	1,645.60	1,728.00	1,814.40	1,905.60	4,128.80	49,545.60
331	19.70	20.69	21.72	22.80	23.94	1,576.00	1,655.20	1,737.60	1,824.00	1,915.20	4,149.60	49,795.20
332	19.80	20.79	21.83	22.92	24.06	1,584.00	1,663.20	1,746.40	1,833.60	1,924.80	4,170.40	50,044.80
333	19.90	20.90	21.94	23.04	24.19	1,592.00	1,672.00	1,755.20	1,843.20	1,935.20	4,192.93	50,315.20
334	20.00	21.00	22.05	23.15	24.32	1,600.00	1,680.00	1,764.00	1,852.00	1,945.60	4,215.47	50,585.60
335	20.10	21.11	22.17	23.29	24.45	1,608.00	1,688.80	1,773.60	1,863.20	1,956.00	4,238.00	50,856.00
336	20.21	21.22	22.28	23.39	24.56	1,616.80	1,697.60	1,782.40	1,871.20	1,964.80	4,257.07	51,084.80
337	20.31	21.33	22.40	23.52	24.69	1,624.80	1,706.40	1,792.00	1,881.60	1,975.20	4,279.60	51,355.20
338	20.41	21.43	22.50	23.62	24.81	1,632.80	1,714.40	1,800.00	1,889.60	1,984.80	4,300.40	51,604.80
339	20.51	21.54	22.62	23.76	24.94	1,640.80	1,723.20	1,809.60	1,900.80	1,995.20	4,322.93	51,875.20
340	20.61	21.64	22.73	23.86	25.05	1,648.80	1,731.20	1,818.40	1,908.80	2,004.00	4,342.00	52,104.00
341	20.72	21.76	22.85	23.99	25.19	1,657.60	1,740.80	1,828.00	1,919.20	2,015.20	4,366.27	52,395.20
342	20.82	21.86	22.95	24.10	25.31	1,665.60	1,748.80	1,836.00	1,928.00	2,024.80	4,387.07	52,644.80
343	20.92	21.97	23.07	24.23	25.44	1,673.60	1,757.60	1,845.60	1,938.40	2,035.20	4,409.60	52,915.20
344	21.02	22.07	23.17	24.34	25.55	1,681.60	1,765.60	1,853.60	1,947.20	2,044.00	4,428.67	53,144.00
345	21.12	22.19	23.30	24.46	25.68	1,689.60	1,775.20	1,864.00	1,956.80	2,054.40	4,451.20	53,414.40
346	21.23	22.29	23.40	24.57	25.80	1,698.40	1,783.20	1,872.00	1,965.60	2,064.00	4,472.00	53,664.00
347	21.33	22.40	23.52	24.69	25.93	1,706.40	1,792.00	1,881.60	1,975.20	2,074.40	4,494.53	53,934.40
348	21.43	22.50	23.62	24.81	26.05	1,714.40	1,800.00	1,889.60	1,984.80	2,084.00	4,515.33	54,184.00
349	21.54	22.62	23.75	24.94	26.19	1,723.20	1,809.60	1,900.00	1,995.20	2,095.20	4,539.60	54,475.20
350	21.65	22.74	23.87	25.06	26.32	1,732.00	1,819.20	1,909.60	2,004.80	2,105.60	4,562.13	54,745.60
351	21.77	22.86	24.00	25.20	26.47	1,741.60	1,828.80	1,920.00	2,016.00	2,117.60	4,588.13	55,057.60
352	21.88	22.97	24.12	25.33	26.59	1,750.40	1,837.60	1,929.60	2,026.40	2,127.20	4,608.93	55,307.20
353	21.99	23.09	24.25	25.46	26.73	1,759.20	1,847.20	1,940.00	2,036.80	2,138.40	4,633.20	55,598.40
354	22.10	23.21	24.37	25.58	26.86	1,768.00	1,856.80	1,949.60	2,046.40	2,148.80	4,655.73	55,868.80
355	22.22	23.33	24.49	25.71	27.00	1,777.60	1,866.40	1,959.20	2,056.80	2,160.00	4,680.00	56,160.00
356	22.33	23.44	24.61	25.85	27.14	1,786.40	1,875.20	1,968.80	2,068.00	2,171.20	4,704.27	56,451.20
357	22.44	23.56	24.75	25.98	27.27	1,795.20	1,884.80	1,980.00	2,078.40	2,181.60	4,726.80	56,721.60
358	22.55	23.68	24.87	26.11	27.42	1,804.00	1,894.40	1,989.60	2,088.80	2,193.60	4,752.80	57,033.60
359	22.66	23.80	24.99	26.24	27.56	1,812.80	1,904.00	1,999.20	2,099.20	2,204.80	4,777.07	57,324.80
360	22.78	23.92	25.11	26.37	27.68	1,822.40	1,913.60	2,008.80	2,109.60	2,214.40	4,797.87	57,574.40
361	22.89	24.03	25.23	26.50	27.83	1,831.20	1,922.40	2,018.40	2,120.00	2,226.40	4,823.87	57,886.40
362	23.00	24.15	25.36	26.62	27.96	1,840.00	1,932.00	2,028.80	2,129.60	2,236.80	4,846.40	58,156.80
363	23.11	24.27	25.48	26.75	28.09	1,848.80	1,941.60	2,038.40	2,140.00	2,247.20	4,868.93	58,427.20
364	23.23	24.39	25.61	26.90	28.24	1,858.40	1,951.20	2,048.80	2,152.00	2,259.20	4,894.93	58,739.20
365	23.34	24.50	25.72	27.01	28.36	1,867.20	1,960.00	2,057.60	2,160.80	2,268.80	4,915.73	58,988.80
366	23.45	24.62	25.86	27.15	28.51	1,876.00	1,969.60	2,068.80	2,172.00	2,280.80	4,941.73	59,300.80
367	23.56	24.75	25.98	27.27	28.64	1,884.80	1,980.00	2,078.40	2,181.60	2,291.20	4,964.27	59,571.20
368	23.68	24.87	26.11	27.42	28.78	1,894.40	1,989.60	2,088.80	2,193.60	2,302.40	4,988.53	59,862.40
369	23.81	25.00	26.25	27.57	28.95	1,904.80	2,000.00	2,100.00	2,205.60	2,316.00	5,018.00	60,216.00
370	23.93	25.12	26.38	27.69	29.08	1,914.40	2,009.60	2,110.40	2,215.20	2,326.40	5,040.53	60,486.40
371	24.05	25.26	26.52	27.85	29.24	1,924.00	2,020.80	2,121.60	2,228.00	2,339.20	5,068.27	60,819.20
372	24.17	25.39	26.65	27.99	29.39	1,933.60	2,031.20	2,132.00	2,239.20	2,351.20	5,094.27	61,131.20
373	24.30	25.51	26.79	28.12	29.53	1,944.00	2,040.80	2,143.20	2,249.60	2,362.40	5,118.53	61,422.40
374	24.42	25.64	26.93	28.27	29.69	1,953.60	2,051.20	2,154.40	2,261.60	2,375.20	5,146.27	61,755.20
375	24.54	25.77	27.05	28.41	29.82	1,963.20	2,061.60	2,164.00	2,272.80	2,385.60	5,168.80	62,025.60

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-E	STEP-E
376	24.66	25.90	27.19	28.55	29.98	1,972.80	2,072.00	2,175.20	2,284.00	2,398.40	5,196.53	62,358.40
377	24.79	26.03	27.34	28.70	30.14	1,983.20	2,082.40	2,187.20	2,296.00	2,411.20	5,224.27	62,691.20
378	24.91	26.15	27.46	28.84	30.27	1,992.80	2,092.00	2,196.80	2,307.20	2,421.60	5,246.80	62,961.60
379	25.03	26.29	27.60	28.98	30.43	2,002.40	2,103.20	2,208.00	2,318.40	2,434.40	5,274.53	63,294.40
380	25.15	26.41	27.72	29.11	30.57	2,012.00	2,112.80	2,217.60	2,328.80	2,445.60	5,298.80	63,585.60
381	25.28	26.54	27.87	29.26	30.72	2,022.40	2,123.20	2,229.60	2,340.80	2,457.60	5,324.80	63,897.60
382	25.40	26.67	28.01	29.41	30.88	2,032.00	2,133.60	2,240.80	2,352.80	2,470.40	5,352.53	64,230.40
383	25.52	26.80	28.13	29.54	31.02	2,041.60	2,144.00	2,250.40	2,363.20	2,481.60	5,376.80	64,521.60
384	25.65	26.94	28.28	29.70	31.19	2,052.00	2,155.20	2,262.40	2,376.00	2,495.20	5,406.27	64,875.20
385	25.79	27.07	28.43	29.85	31.33	2,063.20	2,165.60	2,274.40	2,388.00	2,506.40	5,430.53	65,166.40
386	25.92	27.21	28.57	30.00	31.50	2,073.60	2,176.80	2,285.60	2,400.00	2,520.00	5,460.00	65,520.00
387	26.05	27.36	28.72	30.16	31.67	2,084.00	2,188.80	2,297.60	2,412.80	2,533.60	5,489.47	65,873.60
388	26.18	27.49	28.87	30.31	31.83	2,094.40	2,199.20	2,309.60	2,424.80	2,546.40	5,517.20	66,206.40
389	26.32	27.63	29.01	30.46	31.98	2,105.60	2,210.40	2,320.80	2,436.80	2,558.40	5,543.20	66,518.40
390	26.45	27.77	29.16	30.62	32.15	2,116.00	2,221.60	2,332.80	2,449.60	2,572.00	5,572.67	66,872.00
391	26.58	27.91	29.30	30.77	32.31	2,126.40	2,232.80	2,344.00	2,461.60	2,584.80	5,600.40	67,204.80
392	26.71	28.05	29.46	30.93	32.48	2,136.80	2,244.00	2,356.80	2,474.40	2,598.40	5,629.87	67,558.40
393	26.85	28.19	29.60	31.08	32.63	2,148.00	2,255.20	2,368.00	2,486.40	2,610.40	5,655.87	67,870.40
394	26.98	28.33	29.74	31.23	32.79	2,158.40	2,266.40	2,379.20	2,498.40	2,623.20	5,683.60	68,203.20
395	27.11	28.47	29.90	31.40	32.97	2,168.80	2,277.60	2,392.00	2,512.00	2,637.60	5,714.80	68,577.60
396	27.24	28.61	30.04	31.54	33.12	2,179.20	2,288.80	2,403.20	2,523.20	2,649.60	5,740.80	68,889.60
397	27.38	28.74	30.18	31.69	33.27	2,190.40	2,299.20	2,414.40	2,535.20	2,661.60	5,766.80	69,201.60
398	27.51	28.89	30.33	31.85	33.45	2,200.80	2,311.20	2,426.40	2,548.00	2,676.00	5,798.00	69,576.00
399	27.64	29.03	30.48	32.00	33.60	2,211.20	2,322.40	2,438.40	2,560.00	2,688.00	5,824.00	69,888.00
400	27.78	29.17	30.63	32.16	33.77	2,222.40	2,333.60	2,450.40	2,572.80	2,701.60	5,853.47	70,241.60
401	27.93	29.33	30.79	32.33	33.96	2,234.40	2,346.40	2,463.20	2,586.40	2,716.80	5,886.40	70,636.80
402	28.07	29.48	30.96	32.51	34.13	2,245.60	2,358.40	2,476.80	2,600.80	2,730.40	5,915.87	70,990.40
403	28.21	29.62	31.10	32.65	34.28	2,256.80	2,369.60	2,488.00	2,612.00	2,742.40	5,941.87	71,302.40
404	28.36	29.77	31.26	32.82	34.47	2,268.80	2,381.60	2,500.80	2,625.60	2,757.60	5,974.80	71,697.60
405	28.50	29.93	31.43	33.00	34.65	2,280.00	2,394.40	2,514.40	2,640.00	2,772.00	6,006.00	72,072.00
406	28.64	30.07	31.57	33.15	34.81	2,291.20	2,405.60	2,525.60	2,652.00	2,784.80	6,033.73	72,404.80
407	28.78	30.22	31.73	33.32	34.99	2,302.40	2,417.60	2,538.40	2,665.60	2,799.20	6,064.93	72,779.20
408	28.93	30.38	31.90	33.49	35.16	2,314.40	2,430.40	2,552.00	2,679.20	2,812.80	6,094.40	73,132.80
409	29.07	30.53	32.06	33.66	35.34	2,325.60	2,442.40	2,564.80	2,692.80	2,827.20	6,125.60	73,507.20
410	29.21	30.67	32.20	33.81	35.51	2,336.80	2,453.60	2,576.00	2,704.80	2,840.80	6,155.07	73,860.80
411	29.36	30.82	32.36	33.99	35.69	2,348.80	2,465.60	2,588.80	2,719.20	2,855.20	6,186.27	74,235.20
412	29.50	30.98	32.53	34.15	35.85	2,360.00	2,478.40	2,602.40	2,732.00	2,868.00	6,214.00	74,568.00
413	29.64	31.12	32.68	34.31	36.03	2,371.20	2,489.60	2,614.40	2,744.80	2,882.40	6,245.20	74,942.40
414	29.79	31.28	32.84	34.49	36.21	2,383.20	2,502.40	2,627.20	2,759.20	2,896.80	6,276.40	75,316.80
415	29.95	31.45	33.02	34.67	36.40	2,396.00	2,516.00	2,641.60	2,773.60	2,912.00	6,309.33	75,712.00
416	30.10	31.61	33.19	34.85	36.60	2,408.00	2,528.00	2,655.20	2,788.00	2,928.00	6,344.00	76,128.00
417	30.25	31.76	33.35	35.03	36.78	2,420.00	2,540.80	2,668.00	2,802.40	2,942.40	6,375.20	76,502.40
418	30.41	31.93	33.53	35.20	36.96	2,432.80	2,554.40	2,682.40	2,816.00	2,956.80	6,406.40	76,876.80
419	30.56	32.09	33.69	35.37	37.14	2,444.80	2,567.20	2,695.20	2,829.60	2,971.20	6,437.60	77,251.20
420	30.71	32.25	33.86	35.56	37.33	2,456.80	2,580.00	2,708.80	2,844.80	2,986.40	6,470.53	77,646.40
421	30.87	32.41	34.03	35.73	37.52	2,469.60	2,592.80	2,722.40	2,858.40	3,001.60	6,503.47	78,041.60



COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
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422	31.02	32.57	34.20	35.91	37.71	2,481.60	2,605.60	2,736.00	2,872.80	3,016.80	6,536.40	78,436.80
423	31.17	32.73	34.36	36.08	37.88	2,493.60	2,618.40	2,748.80	2,886.40	3,030.40	6,565.87	78,790.40
424	31.32	32.90	34.54	36.26	38.08	2,505.60	2,632.00	2,763.20	2,900.80	3,046.40	6,600.53	79,206.40
425	31.48	33.05	34.70	36.43	38.26	2,518.40	2,644.00	2,776.00	2,914.40	3,060.80	6,631.73	79,580.80
426	31.63	33.21	34.87	36.62	38.45	2,530.40	2,656.80	2,789.60	2,929.60	3,076.00	6,664.67	79,976.00
427	31.79	33.38	35.06	36.81	38.65	2,543.20	2,670.40	2,804.80	2,944.80	3,092.00	6,699.33	80,392.00
428	31.96	33.56	35.24	37.01	38.85	2,556.80	2,684.80	2,819.20	2,960.80	3,108.00	6,734.00	80,808.00
429	32.12	33.72	35.40	37.18	39.04	2,569.60	2,697.60	2,832.00	2,974.40	3,123.20	6,766.93	81,203.20
430	32.28	33.89	35.59	37.36	39.23	2,582.40	2,711.20	2,847.20	2,988.80	3,138.40	6,799.87	81,598.40
431	32.45	34.07	35.77	37.56	39.43	2,596.00	2,725.60	2,861.60	3,004.80	3,154.40	6,834.53	82,014.40
432	32.61	34.24	35.96	37.75	39.64	2,608.80	2,739.20	2,876.80	3,020.00	3,171.20	6,870.93	82,451.20
433	32.77	34.41	36.14	37.94	39.84	2,621.60	2,752.80	2,891.20	3,035.20	3,187.20	6,905.60	82,867.20
434	32.94	34.58	36.31	38.13	40.04	2,635.20	2,766.40	2,904.80	3,050.40	3,203.20	6,940.27	83,283.20
435	33.10	34.75	36.49	38.31	40.23	2,648.00	2,780.00	2,919.20	3,064.80	3,218.40	6,973.20	83,678.40
436	33.26	34.92	36.67	38.51	40.43	2,660.80	2,793.60	2,933.60	3,080.80	3,234.40	7,007.87	84,094.40
437	33.43	35.10	36.85	38.70	40.64	2,674.40	2,808.00	2,948.00	3,096.00	3,251.20	7,044.27	84,531.20
438	33.59	35.27	37.04	38.89	40.84	2,687.20	2,821.60	2,963.20	3,111.20	3,267.20	7,078.93	84,947.20
439	33.75	35.43	37.21	39.07	41.02	2,700.00	2,834.40	2,976.80	3,125.60	3,281.60	7,110.13	85,321.60
440	33.93	35.62	37.40	39.27	41.24	2,714.40	2,849.60	2,992.00	3,141.60	3,299.20	7,148.27	85,779.20
441	34.10	35.80	37.60	39.47	41.45	2,728.00	2,864.00	3,008.00	3,157.60	3,316.00	7,184.67	86,216.00
442	34.27	35.99	37.78	39.67	41.65	2,741.60	2,879.20	3,022.40	3,173.60	3,332.00	7,219.33	86,632.00
443	34.45	36.17	37.97	39.87	41.86	2,756.00	2,893.60	3,037.60	3,189.60	3,348.80	7,255.73	87,068.80
444	34.62	36.35	38.17	40.08	42.08	2,769.60	2,908.00	3,053.60	3,206.40	3,366.40	7,293.87	87,526.40
445	34.79	36.54	38.36	40.28	42.29	2,783.20	2,923.20	3,068.80	3,222.40	3,383.20	7,330.27	87,963.20
446	34.97	36.71	38.55	40.47	42.49	2,797.60	2,936.80	3,084.00	3,237.60	3,399.20	7,364.93	88,379.20
447	35.14	36.89	38.74	40.68	42.71	2,811.20	2,951.20	3,099.20	3,254.40	3,416.80	7,403.07	88,836.80
448	35.31	37.08	38.93	40.88	42.92	2,824.80	2,966.40	3,114.40	3,270.40	3,433.60	7,439.47	89,273.60
449	35.49	37.26	39.13	41.09	43.14	2,839.20	2,980.80	3,130.40	3,287.20	3,451.20	7,477.60	89,731.20
450	35.66	37.44	39.32	41.29	43.35	2,852.80	2,995.20	3,145.60	3,303.20	3,468.00	7,514.00	90,168.00
451	35.83	37.63	39.50	41.48	43.55	2,866.40	3,010.40	3,160.00	3,318.40	3,484.00	7,548.67	90,584.00
452	36.02	37.82	39.71	41.70	43.78	2,881.60	3,025.60	3,176.80	3,336.00	3,502.40	7,588.53	91,062.40
453	36.20	38.01	39.90	41.90	43.99	2,896.00	3,040.80	3,192.00	3,352.00	3,519.20	7,624.93	91,499.20
454	36.38	38.30	40.11	42.12	44.22	2,910.40	3,064.00	3,208.80	3,369.60	3,537.60	7,664.80	91,977.60
455	36.57	38.39	40.31	42.33	44.45	2,925.60	3,071.20	3,224.80	3,386.40	3,556.00	7,704.67	92,456.00
456	36.75	38.59	40.51	42.54	44.68	2,940.00	3,087.20	3,240.80	3,403.20	3,574.40	7,744.53	92,934.40
457	36.93	38.78	40.72	42.76	44.90	2,954.40	3,102.40	3,257.60	3,420.80	3,592.00	7,782.67	93,392.00
458	37.12	38.97	40.92	42.97	45.12	2,969.60	3,117.60	3,273.60	3,437.60	3,609.60	7,820.80	93,849.60
459	37.30	39.17	41.13	43.19	45.35	2,984.00	3,133.60	3,290.40	3,455.20	3,628.00	7,860.67	94,328.00
460	37.49	39.36	41.33	43.40	45.57	2,999.20	3,148.80	3,306.40	3,472.00	3,645.60	7,898.80	94,785.60
461	37.67	39.56	41.53	43.62	45.80	3,013.60	3,164.80	3,322.40	3,489.60	3,664.00	7,938.67	95,264.00
462	37.85	39.75	41.74	43.83	46.02	3,028.00	3,180.00	3,339.20	3,506.40	3,681.60	7,976.80	95,721.60
463	38.05	39.95	41.95	44.05	46.26	3,044.00	3,196.00	3,356.00	3,524.00	3,700.80	8,018.40	96,220.80
464	38.24	40.15	42.16	44.27	46.48	3,059.20	3,212.00	3,372.80	3,541.60	3,718.40	8,056.53	96,678.40
465	38.43	40.35	42.37	44.49	46.72	3,074.40	3,228.00	3,389.60	3,559.20	3,737.60	8,098.13	97,177.60
466	38.63	40.56	42.59	44.72	46.95	3,090.40	3,244.80	3,407.20	3,577.60	3,756.00	8,138.00	97,656.00
467	38.82	40.76	42.80	44.94	47.19	3,105.60	3,260.80	3,424.00	3,595.20	3,775.20	8,179.60	98,155.20

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

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468	39.02	40.96	43.01	45.17	47.42	3,121.60	3,276.80	3,440.80	3,613.60	3,793.60	8,219.47	98,633.60		
469	39.21	41.17	43.23	45.39	47.66	3,136.80	3,293.60	3,458.40	3,631.20	3,812.80	8,261.07	99,132.80		
470	39.40	41.37	43.44	45.61	47.90	3,152.00	3,309.60	3,475.20	3,648.80	3,832.00	8,302.67	99,632.00		
471	39.60	41.58	43.66	45.84	48.13	3,168.00	3,326.40	3,492.80	3,667.20	3,850.40	8,342.53	100,110.40		
472	39.79	41.78	43.87	46.06	48.37	3,183.20	3,342.40	3,509.60	3,684.80	3,869.60	8,384.13	100,609.60		
473	39.99	41.99	44.09	46.30	48.61	3,199.20	3,359.20	3,527.20	3,704.00	3,888.80	8,425.73	101,108.80		
474	40.20	42.21	44.32	46.53	48.86	3,216.00	3,376.80	3,545.60	3,722.40	3,908.80	8,469.07	101,628.80		
475	40.40	42.42	44.54	46.77	49.10	3,232.00	3,393.60	3,563.20	3,741.60	3,928.00	8,510.67	102,128.00		
476	40.61	42.64	44.77	47.00	49.35	3,248.80	3,411.20	3,581.60	3,760.00	3,948.00	8,554.00	102,648.00		
477	40.81	42.85	44.99	47.25	49.61	3,264.80	3,428.00	3,599.20	3,780.00	3,968.80	8,599.07	103,188.80		
478	41.01	43.06	45.22	47.48	49.86	3,280.80	3,444.80	3,617.60	3,798.40	3,988.80	8,642.40	103,708.80		
479	41.22	43.28	45.44	47.72	50.10	3,297.60	3,462.40	3,635.20	3,817.60	4,008.00	8,684.00	104,208.00		
480	41.42	43.49	45.67	47.95	50.35	3,313.60	3,479.20	3,653.60	3,836.00	4,028.00	8,727.33	104,728.00		
481	41.63	43.71	45.89	48.18	50.59	3,330.40	3,496.80	3,671.20	3,854.40	4,047.20	8,768.93	105,227.20		
482	41.83	43.92	46.11	48.42	50.84	3,346.40	3,513.60	3,688.80	3,873.60	4,067.20	8,812.27	105,747.20		
483	42.04	44.15	46.35	48.66	51.10	3,363.20	3,532.00	3,708.00	3,892.80	4,088.00	8,857.33	106,288.00		
484	42.26	44.37	46.59	48.92	51.37	3,380.80	3,549.60	3,727.20	3,913.60	4,109.60	8,904.13	106,849.60		
485	42.47	44.59	46.83	49.17	51.63	3,397.60	3,567.20	3,746.40	3,933.60	4,130.40	8,949.20	107,390.40		
486	42.69	44.82	47.06	49.42	51.89	3,415.20	3,585.60	3,764.80	3,953.60	4,151.20	8,994.27	107,931.20		
487	42.90	45.04	47.30	49.66	52.14	3,432.00	3,603.20	3,784.00	3,972.80	4,171.20	9,037.60	108,451.20		
488	43.12	45.27	47.53	49.91	52.41	3,449.60	3,621.60	3,802.40	3,992.80	4,192.80	9,084.40	109,012.80		
489	43.33	45.49	47.77	50.15	52.66	3,466.40	3,639.20	3,821.60	4,012.00	4,212.80	9,127.73	109,532.80		
490	43.54	45.72	48.00	50.40	52.92	3,483.20	3,657.60	3,840.00	4,032.00	4,233.60	9,172.80	110,073.60		
491	43.76	45.95	48.25	50.66	53.19	3,500.80	3,676.00	3,860.00	4,052.80	4,255.20	9,219.60	110,635.20		
492	43.97	46.18	48.48	50.91	53.46	3,517.60	3,694.40	3,878.40	4,072.80	4,276.80	9,266.40	111,196.80		
493	44.20	46.41	48.74	51.17	53.73	3,536.00	3,712.80	3,899.20	4,093.60	4,298.40	9,313.20	111,758.40		
494	44.42	46.64	48.98	51.43	54.00	3,553.60	3,731.20	3,918.40	4,114.40	4,320.00	9,360.00	112,320.00		
495	44.65	46.88	49.23	51.68	54.26	3,572.00	3,750.40	3,938.40	4,134.40	4,340.80	9,405.07	112,860.80		
496	44.87	47.11	49.47	51.95	54.55	3,589.60	3,768.80	3,957.60	4,156.00	4,364.00	9,455.33	113,464.00		
497	45.09	47.35	49.71	52.20	54.81	3,607.20	3,788.00	3,976.80	4,176.00	4,384.80	9,500.40	114,004.80		
498	45.32	47.58	49.96	52.46	55.08	3,625.60	3,806.40	3,996.80	4,196.80	4,406.40	9,547.20	114,566.40		
499	45.54	47.82	50.20	52.71	55.35	3,643.20	3,825.60	4,016.00	4,216.80	4,428.00	9,594.00	115,128.00		
500	45.77	48.05	50.46	52.98	55.63	3,661.60	3,844.00	4,036.80	4,238.40	4,450.40	9,642.53	115,710.40		
501	45.99	48.29	50.70	53.24	55.91	3,679.20	3,863.20	4,056.00	4,259.20	4,472.80	9,691.07	116,292.80		
502	46.23	48.54	50.97	53.52	56.19	3,698.40	3,883.20	4,077.60	4,281.60	4,495.20	9,739.60	116,875.20		
503	46.46	48.79	51.22	53.78	56.48	3,716.80	3,903.20	4,097.60	4,302.40	4,518.40	9,789.87	117,478.40		
504	46.70	49.03	51.48	54.05	56.75	3,736.00	3,922.40	4,118.40	4,324.00	4,540.00	9,836.67	118,040.00		
505	46.93	49.28	51.74	54.34	57.05	3,754.40	3,942.40	4,139.20	4,347.20	4,564.00	9,888.67	118,664.00		
506	47.16	49.52	52.00	54.60	57.33	3,772.80	3,961.60	4,160.00	4,368.00	4,586.40	9,937.20	119,246.40		
507	47.40	49.77	52.25	54.87	57.61	3,792.00	3,981.60	4,180.00	4,389.60	4,608.80	9,985.73	119,828.80		
508	47.63	50.02	52.52	55.14	57.90	3,810.40	4,001.60	4,201.60	4,411.20	4,632.00	10,036.00	120,432.00		
509	47.87	50.27	52.77	55.42	58.19	3,829.60	4,021.60	4,221.60	4,433.60	4,655.20	10,086.27	121,035.20		
510	48.10	50.51	53.04	55.69	58.48	3,848.00	4,040.80	4,243.20	4,455.20	4,678.40	10,136.53	121,638.40		
511	48.35	50.77	53.31	55.97	58.76	3,868.00	4,061.60	4,264.80	4,477.60	4,700.80	10,185.07	122,220.80		
512	48.59	51.02	53.57	56.25	59.07	3,887.20	4,081.60	4,285.60	4,500.00	4,725.60	10,238.80	122,865.60		
513	48.84	51.28	53.84	56.53	59.35	3,907.20	4,102.40	4,307.20	4,522.40	4,748.00	10,287.33	123,448.00		

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-E	STEP-E
514	49.08	51.54	54.12	56.82	59.67	3,926.40	4,123.20	4,329.60	4,545.60	4,773.60	10,342.80	124,113.60
515	49.33	51.80	54.39	57.11	59.97	3,946.40	4,144.00	4,351.20	4,568.80	4,797.60	10,394.80	124,737.60
516	49.57	52.05	54.65	57.39	60.25	3,965.60	4,164.00	4,372.00	4,591.20	4,820.00	10,443.33	125,320.00
517	49.82	52.31	54.92	57.66	60.55	3,985.60	4,184.80	4,393.60	4,612.80	4,844.00	10,495.33	125,944.00
518	50.06	52.56	55.19	57.96	60.85	4,004.80	4,204.80	4,415.20	4,636.80	4,868.00	10,547.33	126,568.00
519	50.32	52.84	55.48	58.25	61.17	4,025.60	4,227.20	4,438.40	4,660.00	4,893.60	10,602.80	127,233.60
520	50.57	53.10	55.75	58.54	61.47	4,045.60	4,248.00	4,460.00	4,683.20	4,917.60	10,654.80	127,857.60
521	50.83	53.37	56.04	58.84	61.78	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	10,708.53	128,502.40
522	51.08	53.63	56.31	59.13	62.09	4,086.40	4,290.40	4,504.80	4,730.40	4,967.20	10,762.27	129,147.20
523	51.34	53.91	56.60	59.43	62.39	4,107.20	4,312.80	4,528.00	4,754.40	4,991.20	10,814.27	129,771.20
524	51.59	54.17	56.89	59.73	62.72	4,127.20	4,333.60	4,551.20	4,778.40	5,017.60	10,871.47	130,457.60
525	51.85	54.44	57.16	60.02	63.02	4,148.00	4,355.20	4,572.80	4,801.60	5,041.60	10,923.47	131,081.60
526	52.10	54.70	57.44	60.31	63.33	4,168.00	4,376.00	4,595.20	4,824.80	5,066.40	10,977.20	131,726.40
527	52.37	54.99	57.74	60.63	63.66	4,189.60	4,399.20	4,619.20	4,850.40	5,092.80	11,034.40	132,412.80
528	52.63	55.26	58.03	60.92	63.97	4,210.40	4,420.80	4,642.40	4,873.60	5,117.60	11,088.13	133,057.60
529	52.90	55.54	58.31	61.23	64.29	4,232.00	4,443.20	4,664.80	4,898.40	5,143.20	11,143.60	133,723.20
530	53.16	55.82	58.62	61.55	64.63	4,252.80	4,465.60	4,689.60	4,924.00	5,170.40	11,202.53	134,430.40
531	53.43	56.10	58.91	61.85	64.94	4,274.40	4,488.00	4,712.80	4,948.00	5,195.20	11,256.27	135,075.20
532	53.69	56.38	59.19	62.15	65.26	4,295.20	4,510.40	4,735.20	4,972.00	5,220.80	11,311.73	135,740.80
533	53.96	56.66	59.50	62.48	65.60	4,316.80	4,532.80	4,760.00	4,998.40	5,248.00	11,370.67	136,448.00
534	54.22	56.94	59.78	62.77	65.91	4,337.60	4,555.20	4,782.40	5,021.60	5,272.80	11,424.40	137,092.80
535	54.50	57.22	60.09	63.10	66.25	4,360.00	4,577.60	4,807.20	5,048.00	5,300.00	11,483.33	137,800.00
536	54.77	57.52	60.39	63.41	66.59	4,381.60	4,601.60	4,831.20	5,072.80	5,327.20	11,542.27	138,507.20
537	55.05	57.80	60.69	63.73	66.91	4,404.00	4,624.00	4,855.20	5,098.40	5,352.80	11,597.73	139,172.80
538	55.32	58.09	61.00	64.05	67.25	4,425.60	4,647.20	4,880.00	5,124.00	5,380.00	11,656.67	139,880.00
539	55.60	58.38	61.30	64.37	67.60	4,448.00	4,670.40	4,904.00	5,149.60	5,408.00	11,717.33	140,608.00
540	55.88	58.67	61.61	64.69	67.92	4,470.40	4,693.60	4,928.80	5,175.20	5,433.60	11,772.80	141,273.60
541	56.15	58.96	61.90	64.99	68.25	4,492.00	4,716.80	4,952.00	5,199.20	5,460.00	11,830.00	141,960.00
542	56.44	59.26	62.23	65.34	68.61	4,515.20	4,740.80	4,978.40	5,227.20	5,488.80	11,892.40	142,708.80
543	56.72	59.56	62.54	65.67	68.95	4,537.60	4,764.80	5,003.20	5,253.60	5,516.00	11,951.33	143,416.00
544	57.01	59.85	62.84	65.98	69.28	4,560.80	4,788.00	5,027.20	5,278.40	5,542.40	12,008.53	144,102.40
545	57.29	60.16	63.17	66.33	69.65	4,583.20	4,812.80	5,053.60	5,306.40	5,572.00	12,072.67	144,872.00
546	57.58	60.46	63.47	66.65	69.98	4,606.40	4,836.80	5,077.60	5,332.00	5,598.40	12,129.87	145,558.40
547	57.86	60.76	63.80	66.99	70.34	4,628.80	4,860.80	5,104.00	5,359.20	5,627.20	12,192.27	146,307.20
548	58.15	61.06	64.11	67.31	70.68	4,652.00	4,884.80	5,128.80	5,384.80	5,654.40	12,251.20	147,014.40
549	58.45	61.37	64.44	67.67	71.05	4,676.00	4,909.60	5,155.20	5,413.60	5,684.00	12,315.33	147,784.00
550	58.74	61.68	64.76	67.99	71.39	4,699.20	4,934.40	5,180.80	5,439.20	5,711.20	12,374.27	148,491.20
551	59.04	61.99	65.09	68.34	71.76	4,723.20	4,959.20	5,207.20	5,467.20	5,740.80	12,438.40	149,260.80
552	59.33	62.30	65.41	68.69	72.12	4,746.40	4,984.00	5,232.80	5,495.20	5,769.60	12,500.80	150,009.60
553	59.63	62.61	65.74	69.02	72.47	4,770.40	5,008.80	5,259.20	5,521.60	5,797.60	12,561.47	150,737.60
554	59.93	62.92	66.07	69.37	72.84	4,794.40	5,033.60	5,285.60	5,549.60	5,827.20	12,625.60	151,507.20
555	60.22	63.23	66.39	69.71	73.20	4,817.60	5,058.40	5,311.20	5,576.80	5,856.00	12,688.00	152,256.00
556	60.53	63.56	66.74	70.07	73.58	4,842.40	5,084.80	5,339.20	5,605.60	5,886.40	12,753.87	153,046.40
557	60.83	63.87	67.07	70.42	73.94	4,866.40	5,109.60	5,365.60	5,633.60	5,915.20	12,816.27	153,795.20
558	61.14	64.20	67.41	70.78	74.32	4,891.20	5,136.00	5,392.80	5,662.40	5,945.60	12,882.13	154,585.60
559	61.44	64.52	67.74	71.12	74.68	4,915.20	5,161.60	5,419.20	5,689.60	5,974.40	12,944.53	155,334.40



COUNTY OF GLENN  
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Effective December 4, 2018

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560	61.75	64.84	68.09	71.49	75.06	4,940.00	5,187.20	5,447.20	5,719.20	6,004.80	13,010.40	156,124.80
561	62.06	65.16	68.41	71.83	75.42	4,964.80	5,212.80	5,472.80	5,746.40	6,033.60	13,072.80	156,873.60
562	62.36	65.48	68.76	72.20	75.81	4,988.80	5,238.40	5,500.80	5,776.00	6,064.80	13,140.40	157,684.80
563	62.68	65.81	69.11	72.56	76.19	5,014.40	5,264.80	5,528.80	5,804.80	6,095.20	13,206.27	158,475.20
564	63.00	66.15	69.45	72.92	76.56	5,040.00	5,292.00	5,556.00	5,833.60	6,124.80	13,270.40	159,244.80
565	63.61	66.47	69.80	73.29	76.95	5,088.80	5,317.60	5,584.00	5,863.20	6,156.00	13,338.00	160,056.00
566	63.63	66.81	70.16	73.66	77.35	5,090.40	5,344.80	5,612.80	5,892.80	6,188.00	13,407.33	160,888.00
567	63.94	67.14	70.49	74.02	77.72	5,115.20	5,371.20	5,639.20	5,921.60	6,217.60	13,471.47	161,657.60
568	64.26	67.47	70.85	74.39	78.11	5,140.80	5,397.60	5,668.00	5,951.20	6,248.80	13,539.07	162,468.80
569	64.59	67.82	71.21	74.77	78.51	5,167.20	5,425.60	5,696.80	5,981.60	6,280.80	13,608.40	163,300.80
570	64.91	68.16	71.56	75.14	78.90	5,192.80	5,452.80	5,724.80	6,011.20	6,312.00	13,676.00	164,112.00
571	65.24	68.50	71.93	75.53	79.31	5,219.20	5,480.00	5,754.40	6,042.40	6,344.80	13,747.07	164,964.80
572	65.57	68.84	72.28	75.89	79.68	5,245.60	5,507.20	5,782.40	6,071.20	6,374.40	13,811.20	165,734.40
573	65.89	69.19	72.64	76.28	80.09	5,271.20	5,535.20	5,811.20	6,102.40	6,407.20	13,882.27	166,587.20
574	66.22	69.53	73.01	76.66	80.50	5,297.60	5,562.40	5,840.80	6,132.80	6,440.00	13,953.33	167,440.00
575	66.54	69.87	73.37	77.04	80.90	5,323.20	5,589.60	5,869.60	6,163.20	6,472.00	14,022.67	168,272.00
576	66.88	70.23	73.74	77.42	81.29	5,350.40	5,618.40	5,899.20	6,193.60	6,503.20	14,090.27	169,083.20
577	67.22	70.58	74.11	77.82	81.70	5,377.60	5,646.40	5,928.80	6,225.60	6,536.00	14,161.33	169,936.00
578	67.55	70.93	74.48	78.20	82.11	5,404.00	5,674.40	5,958.40	6,256.00	6,568.80	14,232.40	170,788.80
579	67.89	71.29	74.85	78.59	82.52	5,431.20	5,703.20	5,988.00	6,287.20	6,601.60	14,303.47	171,641.60
580	68.23	71.64	75.22	78.98	82.93	5,458.40	5,731.20	6,017.60	6,318.40	6,634.40	14,374.53	172,494.40
581	68.57	72.00	75.60	79.38	83.35	5,485.60	5,760.00	6,048.00	6,350.40	6,668.00	14,447.33	173,368.00
582	68.91	72.36	75.98	79.78	83.77	5,512.80	5,788.80	6,078.40	6,382.40	6,701.60	14,520.13	174,241.60
583	69.25	72.71	76.35	80.17	84.18	5,540.00	5,816.80	6,108.00	6,413.60	6,734.40	14,591.20	175,094.40
584	69.60	73.08	76.73	80.57	84.60	5,568.00	5,846.40	6,138.40	6,445.60	6,768.00	14,664.00	175,968.00
585	69.95	73.45	77.12	80.98	85.03	5,596.00	5,876.00	6,169.60	6,478.40	6,802.40	14,738.53	176,862.40
586	70.30	73.82	77.51	81.39	85.46	5,624.00	5,905.60	6,200.80	6,511.20	6,836.80	14,813.07	177,756.80
587	70.65	74.18	77.89	81.78	85.87	5,652.00	5,934.40	6,231.20	6,542.40	6,869.60	14,884.13	178,609.60
588	71.00	74.55	78.28	82.19	86.30	5,680.00	5,964.00	6,262.40	6,575.20	6,904.00	14,958.67	179,504.00
589	71.36	74.93	78.68	82.61	86.74	5,708.80	5,994.40	6,294.40	6,608.80	6,939.20	15,034.93	180,419.20
590	71.72	75.31	79.08	83.03	87.18	5,737.60	6,024.80	6,326.40	6,642.40	6,974.40	15,111.20	181,334.40
591	72.08	75.68	79.46	83.43	87.60	5,766.40	6,054.40	6,356.80	6,674.40	7,008.00	15,184.00	182,208.00
592	72.44	76.06	79.86	83.85	88.04	5,795.20	6,084.80	6,388.80	6,708.00	7,043.20	15,260.27	183,123.20
593	72.80	76.44	80.26	84.27	88.48	5,824.00	6,115.20	6,420.80	6,741.60	7,078.40	15,336.53	184,038.40
594	73.16	76.83	80.67	84.70	88.94	5,852.80	6,146.40	6,453.60	6,776.00	7,115.20	15,416.27	184,995.20
595	73.54	77.22	81.08	85.13	89.39	5,883.20	6,177.60	6,486.40	6,810.40	7,151.20	15,494.27	185,931.20
596	73.91	77.61	81.49	85.56	89.84	5,912.80	6,208.80	6,519.20	6,844.80	7,187.20	15,572.27	186,867.20
597	74.28	77.99	81.89	85.98	90.28	5,942.40	6,239.20	6,551.20	6,878.40	7,222.40	15,648.53	187,782.40
598	74.65	78.38	82.30	86.42	90.74	5,972.00	6,270.40	6,584.00	6,913.60	7,259.20	15,728.27	188,739.20
599	75.02	78.77	82.71	86.85	91.19	6,001.60	6,301.60	6,616.80	6,948.00	7,295.20	15,806.27	189,675.20
600	75.40	79.17	83.13	87.29	91.65	6,032.00	6,333.60	6,650.40	6,983.20	7,332.00	15,886.00	190,632.00
601	75.78	79.57	83.55	87.73	92.12	6,062.40	6,365.60	6,684.00	7,018.40	7,369.60	15,967.47	191,609.60
602	76.16	79.97	83.97	88.17	92.58	6,092.80	6,397.60	6,717.60	7,053.60	7,406.40	16,047.20	192,566.40
603	76.54	80.37	84.39	88.61	93.04	6,123.20	6,429.60	6,751.20	7,088.80	7,443.20	16,126.93	193,523.20
604	76.92	80.77	84.81	89.05	93.50	6,153.60	6,461.60	6,784.80	7,124.00	7,480.00	16,206.67	194,480.00
605	77.30	81.17	85.23	89.49	93.96	6,184.00	6,493.60	6,818.40	7,159.20	7,516.80	16,286.40	195,436.80

COUNTY OF GLENN  
SCHEDULE OF SALARY RANGES AND STEPS  
Effective December 4, 2018

RANGE	HOURLY					BI-WEEKLY					MONTHLY	ANNUAL
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP--E	STEP -E
606	77.69	81.57	85.65	89.93	94.43	6,215.20	6,525.60	6,852.00	7,194.40	7,554.40	16,367.87	196,414.40
607	78.08	81.98	86.08	90.38	94.90	6,246.40	6,558.40	6,886.40	7,230.40	7,592.00	16,449.33	197,392.00
608	78.47	82.39	86.51	90.84	95.38	6,277.60	6,591.20	6,920.80	7,267.20	7,630.40	16,532.53	198,390.40
609	78.86	82.80	86.94	91.29	95.85	6,308.80	6,624.00	6,955.20	7,303.20	7,668.00	16,614.00	199,368.00
610	79.25	83.21	87.37	91.74	96.33	6,340.00	6,656.80	6,989.60	7,339.20	7,706.40	16,697.20	200,366.40
611	79.65	83.63	87.81	92.20	96.81	6,372.00	6,690.40	7,024.80	7,376.00	7,744.80	16,780.40	201,364.80
612	80.05	84.05	88.25	92.66	97.29	6,404.00	6,724.00	7,060.00	7,412.80	7,783.20	16,863.60	202,363.20
613	80.45	84.47	88.69	93.12	97.78	6,436.00	6,757.60	7,095.20	7,449.60	7,822.40	16,948.53	203,382.40
614	80.85	84.89	89.13	93.59	98.27	6,468.00	6,791.20	7,130.40	7,487.20	7,861.60	17,033.47	204,401.60
615	81.25	85.31	89.58	94.06	98.76	6,500.00	6,824.80	7,166.40	7,524.80	7,900.80	17,118.40	205,420.80
616	81.66	85.74	90.03	94.53	99.26	6,532.80	6,859.20	7,202.40	7,562.40	7,940.80	17,205.07	206,460.80
617	82.07	86.17	90.48	95.00	99.75	6,565.60	6,893.60	7,238.40	7,600.00	7,980.00	17,290.00	207,480.00
618	82.48	86.60	90.93	95.48	100.25	6,598.40	6,928.00	7,274.40	7,638.40	8,020.00	17,376.67	208,520.00
619	82.89	87.03	91.38	95.95	100.75	6,631.20	6,962.40	7,310.40	7,676.00	8,060.00	17,463.33	209,560.00
620	83.30	87.47	91.84	96.43	101.25	6,664.00	6,997.60	7,347.20	7,714.40	8,100.00	17,550.00	210,600.00
621	83.72	87.91	92.31	96.93	101.78	6,697.60	7,032.80	7,384.80	7,754.40	8,142.40	17,641.87	211,702.40
622	84.14	88.35	92.77	97.41	102.28	6,731.20	7,068.00	7,421.60	7,792.80	8,182.40	17,728.53	212,742.40
623	84.56	88.79	93.23	97.89	102.78	6,764.80	7,103.20	7,458.40	7,831.20	8,222.40	17,815.20	213,782.40
624	84.98	89.23	93.69	98.37	103.29	6,798.40	7,138.40	7,495.20	7,869.60	8,263.20	17,903.60	214,843.20
625	85.40	89.67	94.15	98.86	103.80	6,832.00	7,173.60	7,532.00	7,908.80	8,304.00	17,992.00	215,904.00
626	85.83	90.12	94.63	99.36	104.33	6,866.40	7,209.60	7,570.40	7,948.80	8,346.40	18,083.87	217,006.40
627	86.26	90.57	95.10	99.86	104.85	6,900.80	7,245.60	7,608.00	7,988.80	8,388.00	18,174.00	218,088.00
628	86.69	91.02	95.57	100.35	105.37	6,935.20	7,281.60	7,645.60	8,028.00	8,429.60	18,264.13	219,169.60
629	87.12	91.48	96.05	100.85	105.89	6,969.60	7,318.40	7,684.00	8,068.00	8,471.20	18,354.27	220,251.20
630	87.56	91.94	96.54	101.37	106.44	7,004.80	7,355.20	7,723.20	8,109.60	8,515.20	18,449.60	221,395.20
631	88.00	92.40	97.02	101.87	106.96	7,040.00	7,392.00	7,761.60	8,149.60	8,556.80	18,539.73	222,476.80
632	88.44	92.86	97.50	102.38	107.50	7,075.20	7,428.80	7,800.00	8,190.40	8,600.00	18,633.33	223,600.00
633	88.88	93.32	97.99	102.89	108.03	7,110.40	7,465.60	7,839.20	8,231.20	8,642.40	18,725.20	224,702.40
634	89.32	93.79	98.48	103.40	108.57	7,145.60	7,503.20	7,878.40	8,272.00	8,685.60	18,818.80	225,825.60
635	89.77	94.26	98.97	103.92	109.12	7,181.60	7,540.80	7,917.60	8,313.60	8,729.60	18,914.13	226,969.60
636	90.22	94.73	99.47	104.44	109.66	7,217.60	7,578.40	7,957.60	8,355.20	8,772.80	19,007.73	228,092.80
637	90.67	95.20	99.96	104.96	110.21	7,253.60	7,616.00	7,996.80	8,396.80	8,816.80	19,103.07	229,236.80
638	91.12	95.68	100.46	105.48	110.75	7,289.60	7,654.40	8,036.80	8,438.40	8,860.00	19,196.67	230,360.00
639	91.58	96.16	100.97	106.02	111.32	7,326.40	7,692.80	8,077.60	8,481.60	8,905.60	19,295.47	231,545.60
640	92.04	96.64	101.47	106.54	111.87	7,363.20	7,731.20	8,117.60	8,523.20	8,949.60	19,390.80	232,689.60
641	92.50	97.13	101.99	107.09	112.44	7,400.00	7,770.40	8,159.20	8,567.20	8,995.20	19,489.60	233,875.20
642	92.96	97.61	102.49	107.61	112.99	7,436.80	7,808.80	8,199.20	8,608.80	9,039.20	19,584.93	235,019.20
643	93.42	98.09	102.99	108.14	113.55	7,473.60	7,847.20	8,239.20	8,651.20	9,084.00	19,682.00	236,184.00
644	93.89	98.58	103.51	108.69	114.12	7,511.20	7,886.40	8,280.80	8,695.20	9,129.60	19,780.80	237,369.60
645	94.36	99.08	104.03	109.23	114.69	7,548.80	7,926.40	8,322.40	8,738.40	9,175.20	19,879.60	238,555.20
646	94.83	99.57	104.55	109.78	115.27	7,586.40	7,965.60	8,364.00	8,782.40	9,221.60	19,980.13	239,761.60
647	95.30	100.07	105.07	110.32	115.84	7,624.00	8,005.60	8,405.60	8,825.60	9,267.20	20,078.93	240,947.20
648	95.78	100.57	105.60	110.88	116.42	7,662.40	8,045.60	8,448.00	8,870.40	9,313.60	20,179.47	242,153.60
649	96.26	101.07	106.12	111.43	117.00	7,700.80	8,085.60	8,489.60	8,914.40	9,360.00	20,280.00	243,360.00
650	96.74	101.58	106.66	111.99	117.59	7,739.20	8,126.40	8,532.80	8,959.20	9,407.20	20,382.27	244,587.20

APPENDIX 'C'

LIUNA Contribution and Accrual Rates for Preferred Schedule

# APPENDIX

## APPENDIX A

### Benefit Levels Applicable To Pensions Credits Earned After June 30, 2021

<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>
\$0.11	\$0.97	0.83	8.91	1.55	17.05
\$0.12	\$1.06	0.84	8.97	1.56	17.16
\$0.13	\$1.14	0.85	9.02	1.57	17.38
\$0.14	\$1.23	0.86	9.13	1.58	17.60
\$0.15	\$1.32	0.87	9.24	1.59	17.67
\$0.16	\$1.43	0.88	9.46	1.60	17.75
\$0.17	\$1.54	0.89	9.57	1.61	17.82
\$0.18	\$1.65	0.90	9.68	1.62	17.86
\$0.19	\$1.76	0.91	9.79	1.63	17.89
\$0.20	\$1.87	0.92	9.90	1.64	17.93
\$0.21	\$1.98	0.93	10.01	1.65	17.97
\$0.22	\$2.05	0.94	10.12	1.66	18.00
\$0.23	\$2.13	0.95	10.23	1.67	18.04
\$0.24	\$2.20	0.96	10.34	1.68	18.26
\$0.25	\$2.27	0.97	10.56	1.69	18.48
\$0.26	\$2.35	0.98	10.67	1.70	18.70
\$0.27	\$2.42	0.99	10.78	1.71	18.81
\$0.28	\$2.64	1.00	10.85	1.72	18.92
\$0.29	\$2.75	1.01	10.93	1.73	19.14
\$0.30	\$2.86	1.02	11.00	1.74	19.36
\$0.31	\$3.08	1.03	11.11	1.75	19.47
\$0.32	\$3.19	1.04	11.22	1.76	19.58
\$0.33	\$3.30	1.05	11.33	1.77	19.69
\$0.34	\$3.41	1.06	11.44	1.78	19.80
\$0.35	\$3.52	1.07	11.66	1.79	19.84
\$0.36	\$3.63	1.08	11.77	1.80	19.87
\$0.37	\$3.74	1.09	11.88	1.81	19.91
\$0.38	\$3.85	1.10	11.94	1.82	19.95
\$0.39	\$3.96	1.11	11.99	1.83	19.98
\$0.40	\$4.07	1.12	12.05	1.84	20.02
\$0.41	\$4.18	1.13	12.10	1.85	20.24
\$0.42	\$4.29	1.14	12.32	1.86	20.46
\$0.43	\$4.40	1.15	12.54	1.87	20.68
\$0.44	\$4.47	1.16	12.65	1.88	20.75
\$0.45	\$4.55	1.17	12.76	1.89	20.83
\$0.46	\$4.62	1.18	12.98	1.90	20.90
\$0.47	\$4.73	1.19	13.09	1.91	21.12
\$0.48	\$4.84	1.20	13.20	1.92	21.34
\$0.49	\$5.06	1.21	13.24	1.93	21.45
\$0.50	\$5.17	1.22	13.29	1.94	21.56
\$0.51	\$5.28	1.23	13.33	1.95	21.67
\$0.52	\$5.39	1.24	13.38	1.96	21.78
\$0.53	\$5.50	1.25	13.42	1.97	21.89
\$0.54	\$5.72	1.26	13.64	1.98	22.00
\$0.55	\$5.79	1.27	13.86	1.99	22.04
\$0.56	\$5.87	1.28	13.97	2.00	22.09
\$0.57	\$5.94	1.29	14.08	2.01	22.13
\$0.58	\$6.05	1.30	14.30	2.02	22.18
\$0.59	\$6.16	1.31	14.41	2.03	22.22
\$0.60	\$6.38	1.32	14.52	2.04	22.44
\$0.61	\$6.45	1.33	14.56	2.05	22.66
\$0.62	\$6.53	1.34	14.61	2.06	22.88
\$0.63	\$6.60	1.35	14.65	2.07	22.95
\$0.64	\$6.71	1.36	14.70	2.08	23.03
\$0.65	\$6.82	1.37	14.74	2.09	23.10
\$0.66	\$7.04	1.38	14.96	2.10	23.21
\$0.67	\$7.10	1.39	15.18	2.11	23.32
\$0.68	\$7.15	1.40	15.40	2.12	23.54
\$0.69	\$7.21	1.41	15.51	2.13	23.65
\$0.70	\$7.26	1.42	15.62	2.14	23.76
\$0.71	\$7.48	1.43	15.84	2.15	23.87
\$0.72	\$7.70	1.44	15.91	2.16	23.98
\$0.73	\$7.92	1.45	15.99	2.17	24.09
\$0.74	\$7.98	1.46	16.06	2.18	24.20
\$0.75	\$8.03	1.47	16.10	2.19	24.26
\$0.76	\$8.09	1.48	16.15	2.20	24.31
\$0.77	\$8.14	1.49	16.19	2.21	24.37
\$0.78	\$8.25	1.50	16.24	2.22	24.42
\$0.79	\$8.36	1.51	16.28	2.23	24.53
\$0.80	\$8.58	1.52	16.50	2.24	24.64
\$0.81	\$8.80	1.53	16.72	2.25	24.86
\$0.82	\$8.86	1.54	16.94	2.26	25.08

<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>
2.27	25.30	3.00	33.22	3.73	41.83
2.28	25.37	3.01	33.44	3.74	41.86
2.29	25.45	3.02	33.66	3.75	41.89
2.30	25.52	3.03	33.88	3.76	41.93
2.31	25.59	3.04	33.95	3.77	41.96
2.32	25.67	3.05	34.03	3.78	41.99
2.33	25.74	3.06	34.10	3.79	42.02
2.34	25.96	3.07	34.32	3.80	42.24
2.35	26.07	3.08	34.36	3.81	42.46
2.36	26.18	3.09	34.41	3.82	42.68
2.37	26.29	3.10	34.45	3.83	42.79
2.38	26.40	3.11	34.50	3.84	42.90
2.39	26.51	3.12	34.54	3.85	43.12
2.40	26.62	3.13	34.76	3.86	43.23
2.41	26.73	3.14	34.98	3.87	43.34
2.42	26.84	3.15	35.20	3.88	43.41
2.43	26.91	3.16	35.27	3.89	43.49
2.44	26.99	3.17	35.35	3.90	43.56
2.45	27.06	3.18	35.42	3.91	43.67
2.46	27.17	3.19	35.64	3.92	43.78
2.47	27.28	3.20	35.75	3.93	44.00
2.48	27.50	3.21	35.86	3.94	44.07
2.49	27.72	3.22	35.93	3.95	44.15
2.50	27.94	3.23	36.01	3.96	44.22
2.51	28.01	3.24	36.08	3.97	44.29
2.52	28.09	3.25	36.15	3.98	44.37
2.53	28.16	3.26	36.23	3.99	44.44
2.54	28.22	3.27	36.30	4.00	44.66
2.55	28.27	3.28	36.41	4.01	44.73
2.56	28.33	3.29	36.52	4.02	44.81
2.57	28.38	3.30	36.74	4.03	44.88
2.58	28.60	3.31	36.85	4.04	45.10
2.59	28.71	3.32	36.96	4.05	45.32
2.60	28.82	3.33	37.18	4.06	45.43
2.61	28.93	3.34	37.40	4.07	45.54
2.62	29.04	3.35	37.47	4.08	45.65
2.63	29.26	3.36	37.55	4.09	45.76
2.64	29.48	3.37	37.62	4.10	45.98
2.65	29.55	3.38	37.84	4.11	46.04
2.66	29.63	3.39	37.88	4.12	46.09
2.67	29.70	3.40	37.91	4.13	46.15
2.68	29.77	3.41	37.95	4.14	46.20
2.69	29.85	3.42	37.99	4.15	46.27
2.70	29.92	3.43	38.02	4.16	46.35
2.71	30.03	3.44	38.06	4.17	46.42
2.72	30.14	3.45	38.28	4.18	46.64
2.73	30.36	3.46	38.50	4.19	46.75
2.74	30.58	3.47	38.72	4.20	46.86
2.75	30.80	3.48	38.83	4.21	47.08
2.76	30.86	3.49	38.94	4.22	47.19
2.77	30.91	3.50	39.16	4.23	47.30
2.78	30.97	3.51	39.38	4.24	47.52
2.79	31.02	3.52	39.45	4.25	47.63
2.80	31.08	3.53	39.53	4.26	47.74
2.81	31.13	3.54	39.60	4.27	47.81
2.82	31.19	3.55	39.67	4.28	47.89
2.83	31.24	3.56	39.75	4.29	47.96
2.84	31.46	3.57	39.82	4.30	48.03
2.85	31.68	3.58	39.89	4.31	48.11
2.86	31.90	3.59	39.97	4.32	48.18
2.87	31.97	3.60	40.04	4.33	48.40
2.88	32.05	3.61	40.15	4.34	48.51
2.89	32.12	3.62	40.26	4.35	48.62
2.90	32.34	3.63	40.48	4.36	48.84
2.91	32.56	3.64	40.55	4.37	48.91
2.92	32.63	3.65	40.63	4.38	48.99
2.93	32.71	3.66	40.70	4.39	49.06
2.94	32.78	3.67	40.92	4.40	49.28
2.95	32.85	3.68	41.14	4.41	49.34
2.96	32.93	3.69	41.25	4.42	49.39
2.97	33.00	3.70	41.36	4.43	49.45
2.98	33.07	3.71	41.58	4.44	49.50
2.99	33.15	3.72	41.80	4.45	49.72

<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>
4.46	49.94	5.19	58.03	5.92	66.22
4.47	50.05	5.20	58.08	5.93	66.44
4.48	50.16	5.21	58.15	5.94	66.51
4.49	50.27	5.22	58.23	5.95	66.59
4.50	50.38	5.23	58.30	5.96	66.66
4.51	50.60	5.24	58.52	5.97	66.88
4.52	50.64	5.25	58.74	5.98	67.10
4.53	50.69	5.26	58.96	5.99	67.21
4.54	50.73	5.27	59.18	6.00	67.32
4.55	50.78	5.28	59.40	6.01	67.43
4.56	50.82	5.29	59.46	6.02	67.54
4.57	50.93	5.30	59.51	6.03	67.65
4.58	51.04	5.31	59.57	6.04	67.76
4.59	51.26	5.32	59.62	6.05	67.98
4.60	51.48	5.33	59.84	6.06	68.04
4.61	51.59	5.34	59.88	6.07	68.09
4.62	51.70	5.35	59.93	6.08	68.15
4.63	51.81	5.36	59.97	6.09	68.20
4.64	51.92	5.37	60.02	6.10	68.31
4.65	52.03	5.38	60.06	6.11	68.42
4.66	52.14	5.39	60.28	6.12	68.64
4.67	52.36	5.40	60.39	6.13	68.86
4.68	52.47	5.41	60.50	6.14	68.93
4.69	52.58	5.42	60.72	6.15	69.01
4.70	52.65	5.43	60.94	6.16	69.08
4.71	52.73	5.44	61.05	6.17	69.14
4.72	52.80	5.45	61.16	6.18	69.19
4.73	52.86	5.46	61.27	6.19	69.25
4.74	52.91	5.47	61.38	6.20	69.30
4.75	52.97	5.48	61.49	6.21	69.52
4.76	53.02	5.49	61.60	6.22	69.74
4.77	53.24	5.50	61.66	6.23	69.96
4.78	53.46	5.51	61.71	6.24	70.07
4.79	53.68	5.52	61.77	6.25	70.18
4.80	53.90	5.53	61.82	6.26	70.40
4.81	53.97	5.54	61.93	6.27	70.46
4.82	54.05	5.55	62.04	6.28	70.51
4.83	54.12	5.56	62.26	6.29	70.57
4.84	54.34	5.57	62.48	6.30	70.62
4.85	54.38	5.58	62.55	6.31	70.68
4.86	54.43	5.59	62.63	6.32	70.73
4.87	54.47	5.60	62.70	6.33	70.79
4.88	54.52	5.61	62.77	6.34	70.84
4.89	54.56	5.62	62.85	6.35	71.06
4.90	54.78	5.63	62.92	6.36	71.28
4.91	55.00	5.64	63.14	6.37	71.50
4.92	55.11	5.65	63.36	6.38	71.72
4.93	55.22	5.66	63.58	6.39	71.83
4.94	55.33	5.67	63.69	6.40	71.94
4.95	55.44	5.68	63.80	6.41	72.00
4.96	55.55	5.69	63.86	6.42	72.05
4.97	55.66	5.70	63.91	6.43	72.11
4.98	55.77	5.71	63.97	6.44	72.16
4.99	55.88	5.72	64.02	6.45	72.38
5.00	55.95	5.73	64.08	6.46	72.60
5.01	56.03	5.74	64.13	6.47	72.64
5.02	56.10	5.75	64.19	6.48	72.69
5.03	56.21	5.76	64.24	6.49	72.73
5.04	56.32	5.77	64.46	6.50	72.78
5.05	56.54	5.78	64.68	6.51	72.82
5.06	56.76	5.79	64.90	6.52	73.04
5.07	56.83	5.80	65.12	6.53	73.26
5.08	56.91	5.81	65.34	6.54	73.33
5.09	56.98	5.82	65.40	6.55	73.41
5.10	57.09	5.83	65.45	6.56	73.48
5.11	57.20	5.84	65.51	6.57	73.70
5.12	57.31	5.85	65.56	6.58	73.92
5.13	57.42	5.86	65.78	6.59	74.03
5.14	57.64	5.87	66.00	6.60	74.14
5.15	57.75	5.88	66.04	6.61	74.21
5.16	57.86	5.89	66.09	6.62	74.29
5.17	57.92	5.90	66.13	6.63	74.36
5.18	57.97	5.91	66.18	6.64	74.47



<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>
6.65	74.58	7.38	83.02	8.11	91.24
6.66	74.80	7.39	83.14	8.12	91.35
6.67	74.86	7.40	83.25	8.13	91.46
6.68	74.91	7.41	83.36	8.14	91.58
6.69	74.97	7.42	83.47	8.15	91.69
6.70	75.02	7.43	83.59	8.16	91.80
6.71	75.24	7.44	83.70	8.17	91.91
6.72	75.35	7.45	83.81	8.18	92.03
6.73	75.46	7.46	83.92	8.19	92.14
6.74	75.68	7.47	84.04	8.20	92.25
6.75	75.90	7.48	84.15	8.21	92.36
6.76	76.05	7.49	84.26	8.22	92.48
6.77	76.16	7.50	84.37	8.23	92.59
6.78	76.27	7.51	84.49	8.24	92.70
6.79	76.39	7.52	84.60	8.25	92.81
6.80	76.50	7.53	84.71	8.26	92.93
6.81	76.61	7.54	84.82	8.27	93.04
6.82	76.72	7.55	84.94	8.28	93.15
6.83	76.84	7.56	85.05	8.29	93.26
6.84	76.95	7.57	85.16	8.30	93.38
6.85	77.06	7.58	85.27	8.31	93.49
6.86	77.17	7.59	85.39	8.32	93.60
6.87	77.29	7.60	85.50	8.33	93.71
6.88	77.40	7.61	85.61	8.34	93.83
6.89	77.51	7.62	85.72	8.35	93.94
6.90	77.62	7.63	85.84	8.36	94.05
6.91	77.74	7.64	85.95	8.37	94.16
6.92	77.85	7.65	86.06	8.38	94.28
6.93	77.96	7.66	86.18	8.39	94.39
6.94	78.07	7.67	86.29	8.40	94.50
6.95	78.19	7.68	86.40	8.41	94.61
6.96	78.30	7.69	86.51	8.42	94.73
6.97	78.41	7.70	86.63	8.43	94.84
6.98	78.52	7.71	86.74	8.44	94.95
6.99	78.64	7.72	86.85	8.45	95.06
7.00	78.75	7.73	86.96	8.46	95.18
7.01	78.86	7.74	87.08	8.47	95.29
7.02	78.97	7.75	87.19	8.48	95.40
7.03	79.09	7.76	87.30	8.49	95.51
7.04	79.20	7.77	87.41	8.50	95.63
7.05	79.31	7.78	87.53	8.51	95.74
7.06	79.42	7.79	87.64	8.52	95.85
7.07	79.54	7.80	87.75	8.53	95.96
7.08	79.65	7.81	87.86	8.54	96.08
7.09	79.76	7.82	87.98	8.55	96.19
7.10	79.87	7.83	88.09	8.56	96.30
7.11	79.99	7.84	88.20	8.57	96.41
7.12	80.10	7.85	88.31	8.58	96.53
7.13	80.21	7.86	88.43	8.59	96.64
7.14	80.32	7.87	88.54	8.60	96.75
7.15	80.44	7.88	88.65	8.61	96.86
7.16	80.55	7.89	88.76	8.62	96.98
7.17	80.66	7.90	88.88	8.63	97.09
7.18	80.77	7.91	88.99	8.64	97.20
7.19	80.89	7.92	89.10	8.65	97.31
7.20	81.00	7.93	89.21	8.66	97.43
7.21	81.11	7.94	89.33	8.67	97.54
7.22	81.22	7.95	89.44	8.68	97.65
7.23	81.34	7.96	89.55	8.69	97.76
7.24	81.45	7.97	89.66	8.70	97.88
7.25	81.56	7.98	89.77	8.71	97.99
7.26	81.67	7.99	89.89	8.72	98.10
7.27	81.79	8.00	90.00	8.73	98.21
7.28	81.90	8.01	90.11	8.74	98.33
7.29	82.01	8.02	90.23	8.75	98.44
7.30	82.12	8.03	90.34	8.76	98.55
7.31	82.24	8.04	90.45	8.77	98.66
7.32	82.35	8.05	90.56	8.78	98.78
7.33	82.46	8.06	90.68	8.79	98.89
7.34	82.57	8.07	90.79	8.80	99.00
7.35	82.69	8.08	90.90	8.81	99.11
7.36	82.80	8.09	91.01	8.82	99.23
7.37	82.91	8.10	91.13	8.83	99.34

<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>	<u>Contribution Rate</u>	<u>Accrual Rate for benefits earned after June 30, 2021</u>
8.84	99.45	9.07	102.04	9.30	104.63
8.85	99.56	9.08	102.15	9.31	104.74
8.86	99.68	9.09	102.26	9.32	104.85
8.87	99.79	9.10	102.38	9.33	104.96
8.88	99.90	9.11	102.49	9.34	105.08
8.89	100.01	9.12	102.60	9.35	105.19
8.90	100.13	9.13	102.71	9.36	105.30
8.91	100.24	9.14	102.83	9.37	105.41
8.92	100.35	9.15	102.94	9.38	105.53
8.93	100.46	9.16	103.05	9.39	105.64
8.94	100.58	9.17	103.16	9.40	105.75
8.95	100.69	9.18	103.28	9.41	105.86
8.96	100.80	9.19	103.39	9.42	105.98
8.97	100.91	9.20	103.50	9.43	106.09
8.98	101.03	9.21	103.61	9.44	106.20
8.99	101.14	9.22	103.73	9.45	106.31
9.00	101.25	9.23	103.84	9.46	106.43
9.01	101.36	9.24	103.95	9.47	106.54
9.02	101.48	9.25	104.06	9.48	106.65
9.03	101.59	9.26	104.18	9.49	106.76
9.04	101.70	9.27	104.29	9.50	106.88
9.05	101.81	9.28	104.40		
9.06	101.93	9.29	104.51		

APPENDIX 'D'

**COUNTY OF GLENN**

**EMPLOYEE'S CLAIM FOR LOSS OF OR DAMAGE TO PERSONAL  
PROPERTY**

**NOTE:** This form is to be completed by a County employee who would like to request reimbursement for the repair or replacement to his/her lost or damaged personal property while in the course and scope of County employment. All claims are subject to Department Head's review, evaluation and approval.

Date of Loss \_\_\_\_\_ Time \_\_\_\_\_ Date Reported \_\_\_\_\_

Place of Loss \_\_\_\_\_ Condition at time of loss \_\_\_\_\_

Original Date of Purchase \_\_\_\_\_

Describe Damage:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Cause of Damage:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Action Requested:

\_\_\_ Repair \_\_\_ Replace Estimated Cost to Repair or Replace \_\_\_\_\_

Documents Attached:

\_\_\_ Original Invoice \_\_\_ Repair/Replace Invoice \_\_\_ Police Report

**CERTIFICATION: I hereby certify that the statements contained herein are true, that the damage or loss occurred while I was in the course and scope of County employment, that it was not caused or in any way contributed to by my actions; and that the damaged or lost property was necessarily worn or carried by me in the course and scope of my County employment.**

Employee's Signature \_\_\_\_\_

Date \_\_\_\_\_

Gross Loss \_\_\_\_\_ Amount to Pay \_\_\_\_\_

\_\_\_ Request Approved \_\_\_ Request Not Approved

\_\_\_ Additional Info Required

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Department Head Signature \_\_\_\_\_

Date \_\_\_\_\_