



COUNTY OF GLENN  
PERSONNEL DEPARTMENT

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**PEACE OFFICERS’ ASSOCIATION  
EMPLOYEE SUMMARY OF BENEFITS\***

**HOLIDAYS:** *12 paid holidays per year.* In lieu of the twelve holidays the employee’s base hourly rate is increased by 5% above the approved, published rate for the employee’s step and range. In addition to the 12 paid holidays, employees will also receive 1 floating holiday per year.

**VACATION:** 80 hours (approximately 10 working days) per year during the first two years of service; 120 hours (approximately 15 working days) per year during years 3 through 12; 160 hours (approximately 20 working days) per year during years 13 through 19. 200 hours (approximately 25 working days) per year after 20 or more years of service. This does not include hours received in lieu of 13 paid holidays. POA employees are not entitled to use vacation pay until they have been employed one full year.

**SICK LEAVE:** 96 hours (approximately twelve working days) per year of paid sick leave. Sick leave earned during the first six (6) months of employment shall not be available to the employee until after the expiration of six (6) months.

**BEREAVEMENT  
LEAVE:** 40 hours with pay for each instance for immediate family members. Immediate family shall mean spouse, child, grandchild, parent, grandparent, sibling and those family relationships recognized by law such as in-law, half, step, adopted, and foster family members.

**LONGEVITY** Service is based on employment with Glenn County. The County shall provide a longevity differential above the employee’s base rate of pay for those employees represented by this unit as follows: after 10 full years of service 5%, after 15 full years of service 1%, after 20 full years of service 1%, after 25 full years of service 1% and after 30 full years of service 1% for a total of 9%.

**HEALTH PLAN:** Glenn County contracts with *PERS* for medical insurance. The County pays a portion of the medical insurance premium based on the carrier and amount of the total premium.

**DENTAL PLAN:** POA employees are offered a choice of two voluntary dental insurance plans; *Delta Dental (PPO) Plan and DeltaCare (HMO) Plan*. The County pays a portion of the employee’s dental premium.

**VISION PLAN:** The County pays 90% of the employee’s premium for *EyeMed* coverage. Enrollment is voluntary.

<b>DEFERRED COMPENSATION:</b>	The County offers three IRC § 457 voluntary Deferred Compensation Plans (tax deferred long-term savings plans): <i>Voya, Nationwide and John Hancock.</i>
<b>SHORT TERM DISABILITY:</b>	The County coordinates with State Disability Insurance (SDI) for all employees.
<b>LIFE INSURANCE:</b>	The County pays the premium on a <i>\$10,000 Group Term Life</i> Insurance policy for regular County employees. The employee pays the premium for supplemental life insurance.
<b>RETIREMENT:</b>	The County is in the <i>Public Employees' Retirement System (PERS 2½% @ 55 and after 1/1/13 PERS 2% @ 62)</i> which is coordinated with Social Security. The employee is responsible for paying 100% of the employee's contribution to PERS. Unused accrued sick leave can be converted to service credit at retirement.
<b>PREMIUM PAY:</b>	Premium pay such as shift differential and working-out-of-class pay may be paid depending upon the employee's work assignment and class.
<b>UNIFORM ALLOWANCE:</b>	Uniformed employees are paid <i>\$832 per year</i> to purchase, replace and/or clean uniforms. This payment is made by adding \$.40 to the employee's base hourly rate. Newly hired (not promoted within) Sheriff's Correctional Deputies shall receive a \$500 uniform allowance.

\*Benefits are listed for full-time employees; certain benefits are pro-rated for part-time employees.